Region ~~I~~ V
Milan Tennessee
Wolf Creek Ord

Confidential

Tenn.

{Milan
Jackson
Humboldt} Region ~~VII~~ V

Memphis file

March 1942

SUMMARY REPORT ON THE MILAN DEFENSE AREA

Orig. report in old files

1. Areas affected:

a. Towns within area:

Towns	1940 Population	Estimated Increase
Milan	3,035	According to Defense Public Works, 41% of the influx went to Milan, 28% to Humboldt and 14% to Jackson. The other 14% was scattered over the area. However, a construction engineer, also the Milan Chamber of Commerce, stated that between 60 and 70% of the new people came to Milan - at least tried to rent rooms there. Population has decreased since construction is finished. Estimated population of Milan at present - 7,000 minimum
Humboldt	5,160	
Jackson	24,332	
Trenton	3,400	
Brownsville	4,012	
Huntington	1,432	
Dyersburg	10,034	
Paris	6,395	

b. Industrial Pattern:

The area is predominantly agricultural with few industries. The principal factories are listed below-

Milan
1. Shirt factory employing several hundred women;
2. Box factory (fruit and vegetable boxes) - few women;
3. Cotton Compress - no women;
4. Shirt Distribution Office - Some women;

Humboldt
1. Shoe factory ~~with 500 employees~~, 45% women;
2. Box factory (crates, lugs, baskets and boxes for fruit and vegetables) ~~employing 200 to 400 persons~~. At present they have 75 women.
3. Canning factory-tomatoes, beans, sweet potatoes, cold pack strawberries. Humboldt is in the center of the strawberry growing area. During the busy season about 800 persons are employed here.

Jackson
Thirty industrial firms listed with Chamber of Commerce, principally lumber industries. There are few woman-employing firms. Bemis Bag Company, which makes the cotton cloth for bags, employs about 300 women. Bemis is about 3 miles from Jackson and all employers live there.

c. Characteristics of Surrounding Rural Area:

Cotton and corn are quite extensively cultivated on a sharecropper basis. Cotton is raised principally south and west of Jackson toward the Mississippi river. Truck farming is important in the Humbolt area with tomatoes, beans and strawberries as the chief products raised. A strawberry festival is held in Humbolt each year.

2. Agencies coordinating facilities for influx of women.

Milan
Chamber of Commerce
Sec'y - Mr. Grover Keaton

Humboldt
U.S.O. workers:
Miss Virginia Veeneman
Miss Verla Dougherty

Chamber of Commerce
Sec'y - Mr. D. S. Tuttle who is chairman of the Advisory Board of the U.S.O.

Jackson
a. Jackson Defense Council (inactive)
Chairman - Mr. John Wisdom

b. Local Defense Council (also inactive)
Coordinator - L. W. Birmingham

c. Chamber of Commerce
Sec' y - Mr. Hugh A. Sawyer

3. Adequacy of Community Sanitary Facilities for an Increased Population.

Water and sewer facilities have been extended through combined Federal and City grants in Milan, Humboldt and Jackson. These facilities are now considered adequate to meet needs of additional housing.

4. Transportation Facilities.

Milan, Humboldt and Jackson are on railroads and bus lines - with frequent service. There are inter-city buses, and also chartered buses from these places to the plant. Since rationing of tires, transportation problems are becoming increasingly great. Many of the side roads in this area are not hard surfaced which makes bus transportation difficult. Thus far, neighbors have been coming together, taking turns driving their jalopies, but eventually the tires will be gone.

Train transportation could be provided from Humboldt and Jackson to Milan and perhaps one or two other towns. More and more employees are trying to locate near the plant, due to the cost of transportation and the time required to make the trip back and forth on the bus. The weekly bus tickets for 5 days average $2.50, some more and others less depending on the distance. At least 2 hours per day are spent going back and forth to plant. For example, Humboldt, which is the next nearest town to Milan, has a bus leaving at 2:45 P.M. to accommodate the 4 o'clock shift. Employees must change clothes on own time going on the shift but are given 15 mins. before end to go through change house.

5. Housing.

Room Registration Service at the Chamber of Commerce in each town. Jackson had more complete information than the other cities.

Rooms Available - 2/28/42

Jackson - 104 rooms listed

Milan - 0 rooms listed but probably rooms could be found. However, more rooms had been rented in Milan than elsewhere. Single girls live principally in Milan, according to Humboldt and Milan Chambers of Commerce, but it seemed impossible to determine the number of new girls.

Humboldt - No rooms listed. Very few calls for rooms in Humboldt. Most of the people coming there want apts. or houses. Some rooms would be available.

Rates of Rooms

Rents have decreased since the construction workers are gone. The following range was given in the three towns:

Double room - $2.50 to $4.00 per wk., prevailing rate $3

Single " - $4.00 up (Few single rooms available)
$5.00 prevailing rate.

In March 1941, men were paying $1.00 per night with four persons in a room.

Available Houses and Apts.

Milan - None available. Rents have come down from the increased rates existing while the construction workers were there according to Chamber of Commerce, to about 1% of original cost of house and that houses were renting for a minimum of $35.00 to $40.00 per month. One of the men at the plant said he recently rented a 3 room unfurnished apt. for $35.00 per month. The kitchen had no refrigerator. Few trailers left since construction workers are gone.

Humboldt - No houses listed - probably a few available. Rate of rent about the same as Milan. Trailers are not allowed in Humboldt or Jackson.

Jackson - Feb. 28, 1942.
Unfurnished - 9 apts. - 2 room apt. $30 and on up.
1 house, 5 rooms, rent $45.00

Furnished - 16 apts. - Price range $47.50 to $80.00 for 3 room or 4 room apt.
2 houses - $55.00 for 5 rooms.
Furnished houses rent from $55.00 to $100.00

210 apts. and 15 houses were rented through the Room Registration Office since last August.
The prevailing rent for a small unfurnished house in Jackson is $45.00 per month, according to Project Manager of Defense Housing.

Defense Houses erected: (F.W.A. demountable type)
Milan - 25 houses (occupied)
Humboldt - 75 houses "
Jackson - 200 houses - 15 occupied, open since Dec. 1, 1941.

Plans approved for additional housing (F.W.A.)
Milan - 100 houses.
Humboldt - 50 houses.
Trenton - 50 houses.

Rate of Rents:
$27.50 - 1 bedroom unit plus utilities.
30.00 - 2 bedroom unit plus utilities.
32.50 - 3 bedroom unit plus utilities.

No definite report on cost of utilities but the average cost must be $8.00 to $10.00 per month.

Additional housing needed:
Milan - 500 additional houses will be needed, according to local estimates. People living in Jackson and vicinity are trying to get houses in Milan. The need is great and will become more urgent as transportation becomes more difficult. Some F.H.A. houses are wanted in Milan. 45 homes have been more or less promised but nothing definite has been done.

Comments on Defense Housing:

It is evident that a mistake was made in the location of the F.W.A. houses. The greatest number should have been erected in Milan, whereas only 25 houses were built there. The following reasons were given by employees for vacancies in Jackson Housing Project:

1. Distance is too great - about 25 or 30 miles to plant.

2. Although Jackson is considerably larger than Milan or Humboldt, it offers very few, if any, additional recreational facilities for newcomers.

3. Cost of transportation and time consumed in getting back and forth to work.
Location and type of structure in Jackson.
(a) The defense houses are located in a "hole" several blocks outside the city limits, probably 3 miles from the center. City buses run to City Line which has been extended. Location of defense housing in Milan and Humboldt on higher ground.

(b) Houses are of a 2 or 3 family type, whereas in Humboldt and Milan they are individual units and are scattered on three or four different sites. This segregation seems to have a big appeal and the people prefer separate units.

According to several reliable sources, the following courses are about to be adopted in regard to the Jackson Defense Houses:

1. Reduce the rents to make up for transportation costs then if they do not rent.
2. Move them elsewhere.

In some ways Jackson probably offers better facilities than the smaller towns for children; such as better schools, stores, etc. But there were relatively few children in any of the projects; out of 300 persons living in defense houses in the area, only 53 were children.
The project manager had received no letter from Washington concerning the rental of F.W.A. houses to unattached women.

Dormitories for Women:

Although no dormitories have been erected by F.S.A. dormitories for women are to be ready for occupancy about March 10th on the Ordnance area, according to Major Kennedy. Four dormitories were built for men near the Administration buildings. The dormitory now being converted for women will house 160 persons. About 750 persons can be accommodated in the four dormitories.

General Appearance: Very attractive two story buildings with balcony on 2nd floor and porch on first floor extending around three sides. The lobby is built on one end of the building giving a home-like appearance to the entrance. Cement walks connect the dormitories, which are built quite some distance apart, and the combination Recreation and Restaurant Building. The grounds have been landscaped and shrubbery has been planted. The elevation is quite high.

Description of Interior: Lobby - a large room with many windows.

Furniture - 2 rugs
4 or 5 large davenports
6 or more easy chairs
Writing Desk
Radio
Large table with magazines and books
Venetian blinds
6 or more bridge lamps as well as overhead lighting.

Rooms: - 3 types: (a) Room with double decker bed - $2.00 per week, 1 dresserobe, 2 chairs.
(b) Room with single beds - $2.50 per week, 2 dresserobes, 2 chairs; (c) Single room with connecting bath - $3.50.

Eating Facilities: The combination Recreation and Restaurant Building is several hundred yards from the dormitories. The main cafeteria for the administrative area is in this building. Also a Coffee Shop that is open 24 hours of the day. One boy said the 3 meals per day averaged about $1.00 at the cafeteria.

Recreational Facilities: The one side of this combination building is a Recreation Hall with 3 pool tables, and several Ping Pong tables. The room is large enough for dancing and other group activities. There is no Recreational Director as yet. Major Kennedy said some additional facilities would be put in for women since pool was not very popular with girls. He also stated that tennis courts and a swimming pool were to be constructed.

Laundry Facilities: None at present but some facilities are being installed in the dormitory for women.

Person in Charge: Major Kennedy stated that a matron or house mother would be in charge.

Bathroom facilities: Large central bathroom as in F.S.A. dormitories with about the same ratio of toilets and showers. There are some rooms with connecting baths but not enough to greatly affect the total. According to Major Kennedy, requests had been made by women for rental of dormitories and since their original estimates of male labor had been reduced to almost half all of the dormitories would not be needed for men.

The results of this Women's Dormitory on the area will be worth noting. It is doubtful if they will be satisfied, hemmed in by guards at the gates, etc., but in view of the transportation problems it may be necessary. Most of the nurses on the staff expect to live in the dormitory so minor illnesses will be taken care of; hospital is on grounds.

6. Meals.

Price of meals did not increase to any great extent, according to local people in Milan. Meals were rather expensive in Jackson. The number of good restaurants seemed very inadequate in all of the towns but local people were inclined to believe that the restaurant situation was well in hand.

7. Arrangements for care of children whose mothers are employed.

The care of children of employed mothers seems to be much less of a problem here probably due to the fact that colored help is available. I talked to two mothers who were employed in the plant and they had made arrangements for day and night care of their children and did not know any mother who left children alone. The Personnel Manager at the plant said these rural people were accustomed to helping each other and would inconvenience themselves to do it. However, he thought some child care would have to be provided and has consulted Mr. Worthington, W.P.A. State Representative in Memphis concerning the establishment of a nursery under W.P.A. leadership.

8. Health Facilities:

Existing:
Jackson - 3 small hospitals
Milan - None
Humboldt - One 10 bed clinic with modern operating and X-Ray equipment.

Plans Approved:

Humboldt - 50 bed hospital - Fed. grant. City will furnish the grounds. Location will be in Bailey Park.

Tentative plans:

Milan - An application has been made for a 35 bed clinic but no definite confirmation has been received.

9. Facilities for Education, Recreation and Welfare

a. New Schools to be Erected:

Jackson - Madison County Central High School located about 3 miles north of Jackson. This school will accommodate between 400 and 500 pupils.
County funds - $75,000.
Contract let Feb. 24, 1942

Humboldt - Jr. High School with cafeteria
Estimated cost $50,750.00
To be ready for occupancy next fall.

Milan

(a) Jr. High School - 8 class rooms, small assembly room and modest cafeteria. Estimated cost $72,000.

(b) Addition to Milan High School (white). Estimated cost $26,200 of which Fed. grant was $8,200.00

(c) 4 room addition to present Negro combination High and Elementary School. Estimated cost $13,143.00, of which Fed. grant was $4,143.00
Schools were very crowded in Milan last year and that condition still exists. One of the churches is being used for 6th and 7th grades.

Facilities for higher education:

Jackson has 3 colleges, one for Negroes. All are co-educational and offer a four-year college course.

Recreational facilities:

Jackson:
Municipal:
Public Library
Swimming Pool
2 or 3 Parks

Commercial:
3 movies - Closed on Sunday

Jackson has various clubs and fraternal organizations but these provide little or no recreation for defense workers.

Humboldt - Existing facilities :

U.S.O. Club sponsored by N.C.C.S. Open house was held Feb. 22nd and it was estimated that 250 persons were present. The U.S.O. has rented furnished a large home on the Main Street and highway, not far from the center of town. The center is open from 10 A. M. to 10:30 P. M. at present.

The house is attractively furnished and has large rooms for lounging, reading and writing letters. One room has a ping pong table. There are cooking facilities for small parties. The back lawn is very attractive with a large gold-fish pond, shrubbery and flowers.

U.S.O. Program - still a tentative one but the following activities are planned:

Leather work and crafts
Outdoor games - Volley ball, badminton, soft ball on playground near by
Croquet on own lawn
Dancing - No definite schedule
Story Hour on Saturday morning for children of Defense Workers (up to 8 yrs.) This will give the mothers time to do their shopping.
Bridge parties
Lending library - No public library in town. There are 2 rental libraries but they cost 10¢ for first 3 das.

Comments on U.S.O.

The community seems to react favorably toward the U.S.O. so it may have good chance of success here. There are not many single defense workers in Humboldt but there are quite a number of families. There is very little commercial entertainment in any of these towns and no Y.W. or Y.M.C.A. The churches and schools seem to be cooperating.

Commercial Recreational Facilities in Humboldt:

1 movie seating 670 - Closed on Sunday
4 small 5 Pin bowling alleys - 1 Swimming Pool

Municipal facilities:

a. Park equipped with playgrounds, tennis courts, baseball diamond and picnic grounds.
b. Athletic field with lighted football and soft ball fields.

Plans for additional recreational facilities:

The city has requested a Recreation Building for white and colored
Estimated cost - $15,000 for white center
" " - $7,000 for a Negro center
These buildings would contain a large recreation hall for games and dancing, a library and lounging room, also office space. If this center is built the U.S.O. will move there. However, no definite confirmation has been received concerning the erection of building.

Milan -

Present facilities for recreation:
2 movies - 1 open on Sunday
1 small 5 pin bowling alley

Municipal:
School gym

Present recreational facilities are very inadequate. No definite confirmation was secured by agent as to the following plans for additional facilities.

a. The city of Milan has requested a F.W.A. recreational building which could be used as a U.S.O. center. This building will be of wood construction, costing $52,000.00. It is to be located on the school grounds or adjoining it. City is furnishing the site. The building will contain:

A large recreation hall
Lounge and reading rooms
Cooking facilities

b. Miss Veeneman, in charge of Humboldt, U.S.O. center, stated that a U.S.O. project was to be carried on in Milan under the direction of Y.W.C.A. representative. The U.S.O. workers at Humboldt felt that a center was needed at Milan and that it would not interfere with their activities in Humboldt. According to Miss Veneman's statement, they would feel obligated to spend part of their time in Milan if another person did not come on, and they expected to be kept busy in Humboldt.

Comments

It appears from personal observation and interviews with local citizens that the greatest need for the U.S.O. is at Milan since practically all of the unattached girls live there, and also because Milan had at least 50% of the influx. There is nothing for them to do except go to the movies and the theaters are too small to accommodate very many people.

Persons contacted:

Jackson - Mr. Hugh Sawyer, Sec'y Chamber of Commerce
Rooms Registrar, " " " "
Mr. R. A. Bramer, Defense Housing Mgr.
Mr. John Wisdom, Chairman of Defense Council
Mr. George Wilde, U. S. Employment Office
Office girl in County Superintendent of Schools Office
Supt. out of town

Humboldt -Miss Virginia Veeneman, U.S.O. (N.C.C.S.)
Miss Verla Dougherty " "
Mr. D. S. Tuttle, Sec'y of Chamber of Commerce and Chairman of U.S.O. Local Council
Mayor of Humboldt
Registrar in C. of C. office

Milan - Office girl who was rooming in Milan
Construction Engineer - do not recall name
Mr. C. W. Huggins, Former Principal of Schools
2 young men working at plant and rooming in dormitories
3 young women defense workers.
Mr. Keaton, Sec'y of Chamber of Commerce

No copies 12/11/43

Additional notes on Milan – (Information obtained in Regional office of Defense, Health, and Welfare in Birmingham and at meeting of Regional advisory Council).

Housing – According to Mr. Tracey B. Augur, Asst. Dir., Regional Studies Dept., TVA, Knoxville, Tenn. the personnel manager of the Wolf Creek Ordnance Plant, as well as some other persons, thought that Jackson would be a better place than Milan or Humboldt for government housing. One reason given was that workers coming from Cincinnati or other cities would be much more satisfied in Jackson than in the other towns.

However the site on which the Jackson housing has been placed was selected with another type of housing project, containing a smaller number of units, in mind. Later the plans were changed so that more units were constructed. While Mr. Augur has not seen the completed housing project at Jackson, he said that reports reaching him indicate that the project is very unattractive. This is partly due to the fact that units had to be crowded together, single houses combined

into double houses, etc., to get all of the units in the available space.

(Information available in office of Defense, Health, and Welfare concerning new housing approved in the area the same as shown in Mrs Wolfe's report. An attempt will be made to find out more about the current housing situation in the Regional Defense Housing office in Atlanta).

Recreation - Applications for recreation buildings for both Milan and Humboldt have been signed by Sherwood Gates, regional recreation representative of office of Defense, Health, and Welfare. This ~~certificate~~ means that Mr. Gates has certified as to the need of these projects but does not mean that the buildings will be finally approved. There was no record, as of March 16, 1942 that the Regional Engineer of F.W.A. (formerly called Regional Engineer of Defense Public Works) has signed these applications. In any case no approval has as yet been received from Washington. Building plans may be substantially changed before final approval.

The recreation center ~~approved~~ recommended for Milan is for white workers and the center planned for Humboldt would have provision for both white and Negro workers.

- M. J.

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Safety Manual given Mrs. Nutter
3/23/42

V

March 2, 1942
Edwin Wolfe

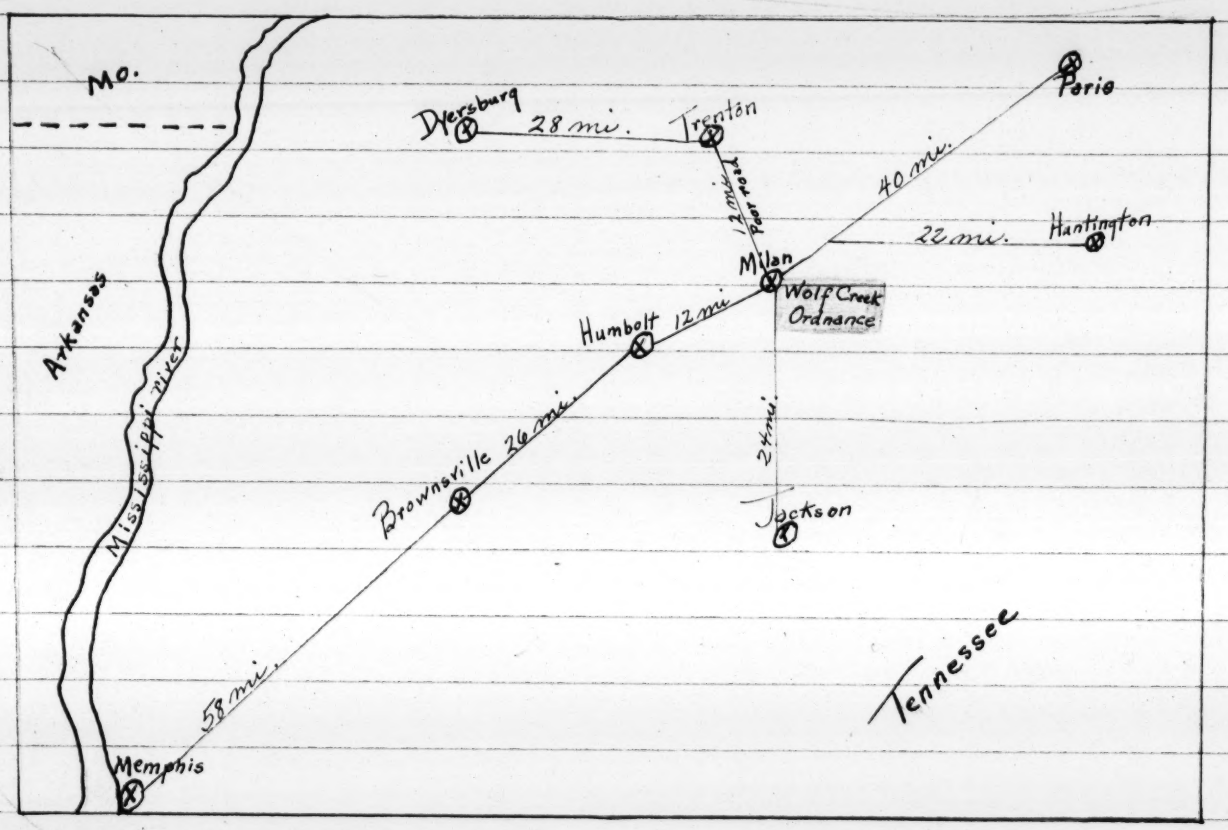
Summary Report on the Milan Defense Area

Confidential - March 1942
(summary in current files + attached (1))

1. Areas affected:

a. Defense Plant - Wolf Creek Ordnance, Milan, Tenn.
Product - Shell loading

b. Towns within area:



Towns	1940 Population	Estimated Increase
Milan	3035	According to Defense Public Works,
Humbolt	5160	41% of the influx went to Milan,
Jackson	24,332	28% to Humbolt and 14% to Jackson.
Trenton	3400	The other 14% was scattered over the area.
Brownsville	4012	However, a construction engineer, also
Huntington	1432	the Milan Chamber of Commerce, stated that
Dyersburg	10,034	between 60 and 70% of the new people came
Paris	6,395	to Milan - at least tried to rent rooms there.

Population has decreased since construction is finished
Estimated population of Milan at present - 7000 minimum

Summary Report on Milan Defense Area

Industrial Pattern:

The area is predominately agricultural with few industries. The principal factories are listed below —

Milan —

(1) Shirt factory employing several hundred women;
(2) Box factory (fruit & vegetable boxes) — few women;
(3) Cotton Compress — no women;
(4) Shirt Distribution Office — Some women;

Humbolt

(1) Shoe factory with 250 employees, 45% women;
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Summary Report on Milan Defense Area

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Summary Report on Milan Defense Area

3. Adequacy of Community Sanitary facilities for an increased population:

Water and sewer facilities have been extended thru combined Federal and City grants in Milan, Humbolt and Jackson. These facilities are now considered adequate to meet needs of additional housing.

4. Transportation facilities:

Milan

Train - 2 railroads, Ill. Central and Louisville and Nashville R.R. Milan is on the main line of the Ill. Central Chicago to Florida. L. & N. railroad connects Humbolt and Milan.

Bus - Tri-State Bus system
Chartered buses running to Ordnance Plant at change of shifts.

Humbolt

Train - 2 railroads,
Mobile & Ohio R.R. - 4 passenger trains daily

Bus - Greyhound Bus Service
Chartered buses to Ordnance plant

Jackson - 4 railway systems. On main line of Ill. Central Chicago to Florida.

Bus - Greyhound, Tri State and Chartered buses to plant, also inter-city buses Trenton and other small towns in area - Bus service to plant.

Summary Report on Milan Defense Are

4. Transportation (cont.)

Since rationing of tires, transportation problems are becoming increasingly great. Many of the side roads in this area are not hard surfaced which makes bus transportation difficult. Thus far, neighbors have been coming together, taking turns driving their jalopies, but eventually the tires will be gone.

Train transportation could be provided from Humbolt and Jackson to Milan and perhaps one or two other towns. The distance ~~from Milan to the Admin. Offices of the Ordnance Plant is about 8 miles~~.

More and more employees are trying to locate near the plant, due to the cost of transportation and the time required to make the trip back and forth on the bus. The weekly bus tickets for 5 das. averages $2.50, some more and others less, depending on the distance. At least 2 hrs. per da. are spent going back and forth to plant. For example, Humbolt, which is the next nearest town to Milan, has a bus leaving at 2:45 P.M. to accommodate the 4 o'clock shift. Employees must change clothes on own time going on the shift but are given 15 mins. before end to go thru change house.

Summary Report on Milan Defense Area

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Rates of Rooms

Rents have decreased since the construction workers are gone. The following range was given in the three towns:

Double room - $2.50 to $4.00 per wk, prevailing rate $3.00

Single " - $4.00 up (Few single rooms available)
$5.00 - prevailing rate

One girl in Milan said she was paying

Summary Report on the Milan Defense Area

Rooms (cont.)

$2.50 per wk. for a double room but that she was rooming with her aunt and did not pay the prevailing rate.

In March 1941, men were paying $1.00 per night with four persons in a room.

Increase in Rates of Rent

Rents increased from 25% to 33⅓%, or higher, if demand was great enough. This was true, particularly in Milan where workers offered more than the price asked in order to get a house. Evidently it was a case of the highest bidder getting the house. Five or six houses in Milan rented for over $100 per mo.

Available Houses and Apts:

Milan – None available – Rents have come down from the increased rates existing while the construction workers were there according to Chamber of Commerce, to about 1% of original cost of house and that houses were renting for a minimum of $35 & $40 per mo. for a 5 room house. One of the men at the Plant said he recently rented a 3 room unfurnished apt. for $35 per mo. The kitchen had no refrigerator.

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2 houses – $55.00 for 5 rooms.
Furnished houses rent from $55.00 to $100.00.

The registrar stated that the differential between furnished and unfurnished was not very great – "probably because the furniture wasn't much good".

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Summary Report on Milan Defense Area

Defense Housing (cont.)

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1. Distance is too great - about 25 or 30 miles to plant.
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Summary Report on Milan Defense Area

Defense Housing (cont.)

3. Cost of transportation and time consumed in getting back and forth to work.

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1. Reduce the rents to make up for transportation costs then if they do not rent -
2. Move them elsewhere.

next page

The Project Mgr. Mr. Bramer, said that the workers were selfish - they were thinking only of their own convenience and not their family's welfare or they would locate in Jackson where there were better schools, stores etc. However, he made the statement that there were

Summary Report on Milan Defense Area

Defense Housing (cont.)

relatively few children in any of the projects. Out of the 300 persons living in Defense houses in the area, only 53 were children.

Mr. Bramer seemed to feel that only skilled workers were eligible for Defense Housing, ie, the plant can not operate without these workers, who usually come from outside the area, and that D.P.W. erected these houses in order that shells could be made. He stated that D.P.W. were not at all social conscious and that the low paid defense worker could live in the Slum Clearance Projects (there is one in Jackson) which had been provided for low income groups.

He had received no letter from Washington concerning the rental of F.W.A. houses to unattached women, and doubted if such a ruling would ever come to pass. The fact that such a letter had been received at Burlington did not change his opinion.

Dormitories for Women:

Altho no dormitories have erected by F.S.A. dormitories for women are to be ready for occupancy about March 10th on the Ordnance area, according to Major Kennedy.

Four dormitories were built for men near

Summary Report on Milan Defense Area

Dormitories (cont.)

the Administration buildings. The dormitory now being converted for women will house 160 persons. About 750 persons can be accommodated in the four dormitories.

General Appearance: Very attractive two story buildings with balcony on 2nd floor and porch on first floor extending around three sides. The lobby is built on one end of the building, giving a home like appearance to the entrance. Cement walks connect the dormitories, which are built quite some distance apart, and the combination Recreation and Restaurant Bldg. The grounds have been landscaped and shrubbery has been planted. The elevation is quite high.

Description of Interior:

Lobby - a large room with many windows

Furniture - 2 rugs
4 or 5 large davenports
6 or more easy chairs
Writing Desk
Radio
Large table with magazines and books
Venetian blinds
6 or more bridge lamps as well as overhead lighting.

Summary Report on Milan Defense Area

Dormitories (cont.)

Rooms:

3 types - (a) Room with double decker bed - $2.00 per wk.
1 dresserobe, 2 chairs
(b) Room with single beds - $2.50 per wk.
2 dresserobes, 2 chairs
(c) Single room with connecting bath - $3.50 per wk.

Rooms can be locked but not the dresserobes. Linen is changed every day, according to one young man who lives in dormitory, another boy wasn't certain if sheets were changed every day or every other day. Both agreed that towels were changed every day and soap is provided, also maid service.

Eating facilities:

The Combination Recreation & Restaurant Bldg. is several hundred yards from the dormitories. The main cafeteria for the Administrative Area is in this building also a Coffee Shop that is open 24 hrs. of the day. One boy said the 3 meals per da averaged about $1.00 at the cafeteria.

Recreational facilities

The one side of this combination building is a Recreation Hall with 3 pool tables,

Summary Report on Milan Defense Area

Dormitories (cont.)

and several Ping Pong tables. The room is large enough for dancing and other group activities. There is no Recreational Director as yet. Major Kennedy said some additional facilities would be put in for women since pool was not very popular with girls. He also stated that tennis courts and a swimming pool were to be constructed.

Laundry facilities — None at present but some facilities are being installed in the dormitory for women.

Person in Charge — Major Kennedy stated that a matron or housemother would be in charge.

~~Extent of Self Government — Nr.~~

Bathroom facilities — Large central bathroom as in F.S.A. dormitories with about the same ratio of toilets and showers. There will be curtains in front of showers and partitions between each. I am not certain if any tubs were to be added but I think probably a few will be included in bathing facilities.

There are some rooms with connecting baths but not enough to greatly affect the total.

Summary Report on Milan Defense Area

Comments on Dormitories:

When I visited the dormitories, I was not aware of the fact that one was being converted for the use of women. If I had known I would have made a more careful inspection. I did not see the rooms because boys were in the building at the time. However, two young men who live there gave me the information included in the report on rooms.

My visit to Major Kennedy was after 5 P.M. so it seemed inadvisable to make too much of an issue of the existing dormitory facilities since they were in process of remodeling. According to Major Kennedy, requests had been made by women for rental of dormitories and since their original estimates of male labor had been reduced to almost half, all of the dormitories would not be needed for men.

The results of this Women's Dormitory on the area, will be worth noting. It is doubtful if they will be satisfied hemmed in by guards at the gates etc. but in view of the transportation problems it may be necessary. Most of the nurses on the staff expect to live in the dormitory so minor illnesses will be taken care of in hospitals is a problem.

Summary Report on Milan Defense Area

67. Meals

Price of meals did not increase to any great extent, according to local people in Milan. Meals were rather expensive in Jackson.

The number of good restaurants seemed very inadequate in all of the towns but local people were inclined to believe that the restaurant situation was well in hand.

78. Arrangements for care of children whose mothers are employed.

The care of children of employed mothers seems to be much less of a problem here probably due to the fact that colored help is available. I talked to two mothers who were employed in the plant and they had made arrangements for day and night care of their children and did not know any mother who left children alone. The Personnel Mgr. at the plant said these rural people were accustomed to helping each other and would inconvenience themselves to do it. However, he th't some Child care would have to be provided and has consulted Mr. Worthington, N.P.A. State Rep. in Memphis concerning the establishment of a nursery under N.P.A. leadership.

Summary Report on the Milan Defense Area

69. Health Facilities:

Existing:

Jackson - 3 small hospitals

Milan - none

Humbolt - One 10 bed Clinic with modern operating and X-Ray equipment.

Plans Approved:

Humbolt - 50 bed hospital - Fed. grant.
City will furnish the grounds.
Location will be in Bailey Park.

Tentative plans:

Milan - an application has been made for a 35 bed Clinic but no definite confirmation has been received.

70. Facilities for Education, Recreation & Welfare

(a) New Schools to be erected:

Jackson - Madison County Central High School located about 3 miles north of Jackson.
This school will accommodate between 400 and 500 pupils.
Federal Funds - $75,000
County " - 75,000
Contract let Feb. 24, 1942

Humbolt - Jr. High School with cafeteria
Estimated cost $50,750.00
To be ready for occupancy next fall.

Summary Report on the Milan Defence Area

9 (a). New Schools to be erected: (cont.)

Milan – (a) Jr. High School – 8 Class rooms, small assembly room and modest cafeteria. Estimated Cost $72,000.00

(b) Addition to Milan High School (white) Estimated cost $26,200.00 of which Fed. grant was $8,200.00.

(c) 4 room addition to present Negro combination High and Elementary School. Estimated cost – $13,143.00 of which Fed. grant was $4,143.00.

Schools were very crowded in Milan last year and that condition still exists. One of the churches is being used for 6th and 7th grades.

Facilities for higher education:

Jackson has 3 colleges, one for negroes. All are co-educational and offer a four-year college course.

Recreational facilities:

Jackson:

Municipal:

Public Library
Swimming Pool
2 or 3 Parks

Commercial:

3 movies – closed on Sunday

Summary Report on the Milan Defence Area

9 10. Facilities for Recreation: (cont.)

Jackson has various clubs and fraternal organizations but these provide little or no recreation for defense workers.

Humbolt – Existing facilities:

U.S.O. Club sponsored by N.C.C.S.

Open house was held Feb. 22nd and it was estimated that 250 persons were present. The U.S.O. has rented furnished a large home on the Main St. and highway not far from the center of town. The center is open from 10 a.m to 10:30 P.M. at present.

The house is attractively furnished and has large rooms for lounging, reading and writing letters. One room has a ping pong table. There are cooking facilities for small parties. The back lawn is very attractive with a large gold fish pond, shrubbery and flowers.

U.S.O. Program – still a tentative one but the following activities are planned:

Leather work and crafts

Out door games – Volley ball, badminton, Soft Ball on playground near by croquet ~~Cricket~~ on own lawn.

Summary Report on Milan Defense Area

U.S.O. Program (cont.)

Dancing – no definite schedule

Story Hour on Saturday morning for children of Defense Workers (up to 8 yrs.). This will give the mothers time to do their shopping.

Bridge parties

Lending library – no public library in town. There are 2 rental libraries but they cost 10¢ for first 3 days.

Comments on U.S.O.

The community seems to react favorably toward the U.S.O. so it may have more chance of success here. There are not many single defense workers in Humbolt but there are quite a number of families. There is very little commercial entertainment in any of these towns and no Y.M. or Y.M.C.A. The Churches and schools ~~appear~~ to be cooperating. This is not a large Catholic community. According to Church census there were 1100 Baptists, 800 Methodists, about 1000 in other Protestant denominations and 72 Catholics (7 Protestant churches (1 Catholic Church)).

Commercial Recreational facilities in Humbolt:

1 movie seating 670 – closed on Sunday
4 small 5 Pin bowling alleys
1 Swimming Pool

Summary Report on the Milan Defense Area

Recreation (cont.)

Humbolt (")

Municipal facilities:

a. Park equipped with playgrounds, tennis courts, baseball diamond and picnic grounds.

t. Athletic field with lighted football and soft ball fields.

Plans for additional recreational facilities:

The city has requested a Recreation Bldg. for white and colored.

Estimate Cost – $15,000 for white center

" " – 7,000 " Negro "

This buildings would contain a large recreation hall for games and dancing, a library and lounging room, also office space. If this center is built the U.S.O. will move there. However, no definite confirmation has been received concerning the erection of bldg.

Milan –

Present facilities for recreation:

2 movies – 1 open on Sunday

1 small 5 pin bowling alley

Rec ~~Roller Skating Rink to be opened.~~ according to rumor.

Municipal:

School gym.

Summary Report on Milan Defense Area

Milan – Present recreational facilities are very inadequate but the following additional plans seem rather . However, No definite confirmation was secured by agent, as to the following plans for additional facilities, F.W.A.

a. The city of Milan has requested a Recreational building which could be used as a U.S.O. center. According to Mr. Keaton, Secy of Chamber of Commerce, a recreational center has been approved, per letter from Atlanta 7/21/42. This building will be of wood construction, costing $5,000.00. It is to be located on the school grounds or adjoining it. City is furnishing the site. The building will contain:

A large recreation hall
Lounge & reading rooms
Cooking facilities

b Miss Veeneman, in charge of Humbolt U.S.O. center, stated that a U.S.O. project was to be carried on in Milan under the direction of Y.W.C.A. representative, ~~Whose name was~~ Miss Minor. The U.S.O. workers at Humbolt felt that

Summary Report on Milan Defense Area

Milan Recreational facilities (cont.)

a center was needed at Milan and that it would not interfere with their activities in Humboldt. According to Miss Keaneman's statement, they would feel obligated to spend part of their time in Milan if another person did not come in, and they expected to be kept busy in Humboldt.

Comments

It appears, from personal observation and interviews with local citizens, that the greatest need for the U.S.O. is at Milan since practically all of the unattached girls live there, and also because Milan had at least 50% of the influx. There is nothing for them to do except go to the movies and the theaters are too small to accommodate very many people.

Persons contacted:

Jackson – Mr. Hugh Sawyer, Secy Chamber of Commerce
– Rooms Registrar " "
– Mr. R.A. Bramer, Defense Housing Mgr.
– Mr. John Wisdom, Chairman of Defense Council
– Mr. George Wilde, U.S. Employment Office
– Office Girl in County Supt. of Schools Office
Supt. out of town.

Summary Report on Milan Defense Area

Persons contacted:

Humbolt
- Miss Virginia Veneman, U.S.O. (N.C.C.S.)
- " Verla Dougherty " "
- Mr. D. S. Tuttle, Secy of Chamber of Commerce and Chairman of U.S.O. Local Council
- Mayor of Humbolt
- Registrar in C. of C. office

Milan
- Mr. Keaton, Secy of Chamber of Commerce
- Office girl who was rooming in Milan
- Construction Engineer - do not recall name
- Mr. C. H. Huggins, Former Principal of Schools
- 2 young men working at plant and rooming in dormitories
- 3 young women defense workers

Confidential

Community Re
Files

Region VII

March 1942

SUMMARY REPORT ON THE MILAN DEFENSE AREA

Orig report in State files

1. Areas affected:

a. Towns within area:

Towns	1940 Population	Estimated Increase
Milan	5,035	According to Defense Public Works, 41% of the influx went to Milan, 28% to Humboldt and 14% to Jackson. The other 14% was scattered over the area. However, a construction engineer, also the Milan Chamber of Commerce, stated that between 60 and 70% of the new people came to Milan - at least tried to rent rooms there. Population has decreased since construction is finished. Estimated population of Milan at present - 7,000 minimum
Humboldt	5,160	
Jackson	24,332	
Trenton	3,400	
Brownsville	4,012	
Huntington	1,452	
Dyersburg	10,034	
Paris	6,395	

b. Industrial Pattern:

The area is predominantly agricultural with few industries. The principal factories are listed below-

Milan

1. Shirt factory employing several hundred women;
2. Box factory (fruit and vegetable boxes) - few women;
3. Cotton Compress - no women;
4. Shirt Distribution Office - Some women;

Humboldt

1. Shoe factory ~~with 250 employees~~, 45% women;
2. Box factory (crates, lugs, baskets and boxes for fruit and vegetables) ~~employing 250 to 400 persons~~. At present they have 75 women.
3. Canning factory-tomatoes, beans, sweet potatoes, cold pack strawberries. Humbolt is in the center of the strawberry growing area. During the busy season about 800 persons are employed here.

Jackson

Thirty industrial firms listed with Chamber of Commerce, principally lumber industries. There are few woman-employing firms. Bemis Bag Company, which makes the cotton cloth for bags, employs about 300 women. Bemis is about 5 miles from Jackson and all employers live there.

c. Characteristics of Surrounding Rural Area:

Cotton and corn are quite extensively cultivated on a sharecropper basis. Cotton is raised principally south and west of Jackson toward the Mississippi river. Truck farming is important in the Humboldt area with tomatoes, beans and strawberries as the chief products raised. A strawberry festival is held in Humboldt each year.

2. Agencies coordinating facilities for influx of women.

Milan

Chamber of Commerce
Sec'y - Mr. Grover Keaton

Humboldt

U.S.O. workers:
Miss Virginia Veeneman
Miss Verla Dougherty

Chamber of Commerce
Sec'y - Mr. D. S. Tuttle who is chairman of the Advisory Board of the U.S.O.

Jackson

a. Jackson Defense Council (inactive)
Chairman - Mr. John Wisdom

b. Local Defense Council (also inactive)
Coordinator - L. W. Birmingham

c. Chamber of Commerce
Sec' y - Mr. Hugh A. Sawyer

3. Adequacy of Community Sanitary Facilities for an Increased Population.

Water and sewer facilities have been extended through combined Federal and City grants in Milan, Humboldt and Jackson. These facilities are now considered adequate to meet needs of additional housing.

4. Transportation Facilities.

Milan, Humboldt and Jackson are on railroads and bus lines - with frequent service. There are inter-city buses, and also chartered buses from these places to the plant. Since rationing of tires, transportation problems are becoming increasingly great. Many of the side roads in this area are not hard surfaced which makes bus transportation difficult. Thus far, neighbors have been coming together, taking turns driving their jalopies, but eventually the tires will be gone.

Train transportation could be provided from Humboldt and Jackson to Milan and perhaps one or two other towns. More and more employees are trying to locate near the plant, due to the cost of transportation and the time required to make the trip back and forth on the bus. The weekly bus tickets for 5 days average $2.50, some more and others less depending on the distance. At least 2 hours per day are spent going back and forth to plant. For example, Humboldt, which is the next nearest town to Milan, has a bus leaving at 2:45 P.M. to accommodate the 4 o'clock shift. Employees must change clothes on own time going on the shift but are given 15 mins. before end to go through change house.

5. Housing.

Room Registration Service at the Chamber of Commerce in each town. Jackson had more complete information than the other cities.

Rooms Available - 2/28/42

Jackson - 104 rooms listed

Milan - 0 rooms listed but probably rooms could be found. However, more rooms had been rented in Milan than elsewhere. Single girls live principally in Milan, according to Humboldt and Milan Chambers of Commerce, but it seemed impossible to determine the number of new girls.

Humboldt - No rooms listed. Very few calls for rooms in Humboldt. Most of the people coming there want apts. or houses. Some rooms would be available.

Rates of Rooms

Rents have decreased since the construction workers are gone. The following range was given in the three towns:

Double room - $2.50 to $4.00 per wk., prevailing rate $3

Single " - $4.00 up (Few single rooms available)
$5.00 prevailing rate.

In March 1941, men were paying $1.00 per night with four persons in a room.

Available Houses and Apts.

Milan - None available. Rents have come down from the increased rates existing while the construction workers were there according to Chamber of Commerce, to about 1% of original cost of house and that houses were renting for a minimum of $35.00 to $40.00 per month. One of the men at the plant said he recently rented a 3 room unfurnished apt. for $35.00 per month. The kitchen had no refrigerator. Few trailers left since construction workers are gone.

/for a 5-rm house

Humboldt - No houses listed - probably a few available. Rate of rent about the same as Milan. Trailers are not allowed in Humboldt or Jackson.

Jackson - Feb. 28, 1942.
Unfurnished - 9 apts. - 2 room apt. $30 and on up.
1 house, 5 rooms, rent $45.00

Furnished - 16 apts. - Price range $47.50 to $80.00 for 3 room or 4 room apt.
2 houses - $55.00 for 5 rooms.
Furnished houses rent from $55.00 to $100.00

210 apts. and 15 houses were rented through the Room Registration Office since last August.
The prevailing rent for a small unfurnished house in Jackson is $45.00 per month, according to Project Manager of Defense Housing.

Defense Houses erected: (F.S.A. demountable type)
Milan - 25 houses (occupied)
Humboldt - 75 houses
Jackson - 200 houses - 15 occupied, open since Dec. 1, 1941.

Plans approved for additional housing (F.S.A.)
Milan - 100 houses.
Humboldt - 50 houses.
Trenton - 50 houses.

Rate of Rents:
$27.50 - 1 bedroom unit plus utilities.
30.00 - 2 bedroom unit plus utilities.
32.50 - 3 bedroom unit plus utilities.

No definite report on cost of utilities but the average cost must be $8.00 to $10.00 per month.

Additional housing needed:
Milan - 500 additional houses will be needed, according to local estimates. People living in Jackson and vicinity are trying to get houses in Milan. The need is great and will become more urgent as transportation becomes more difficult. Some F.S.A. houses are wanted in Milan. 45 homes have been more or less promised but nothing definite has been done.

Comments on Defense Housing:

It is evident that a mistake was made in the location of the F.W.A. houses. The greatest number should have been erected in Milan, whereas only 25 houses were built there. The following reasons were given by employees for vacancies in Jackson Housing Project:

1. Distance is too great - about 25 or 30 miles to plant.

2. Although Jackson is considerably larger than Milan or Humboldt, it offers very few, if any, additional recreational facilities for newcomers.

3. Cost of transportation and time consumed in getting back and forth to work.
Location and type of structure in Jackson.
(a) The defense houses are located in a "hole" several blocks outside the city limits, probably 5 miles from the center. City buses run to City Line which has been extended. Location of defense housing in Milan and Humboldt on higher ground.

(b) Houses are of a 2 or 3 family type, whereas in Humboldt and Milan they are individual units and are scattered on three or four different sites. This segregation seems to have a big appeal and the people prefer separate units.

According to several reliable sources, the following courses are about to be adopted in regard to the Jackson Defense Houses:

1. Reduce the rents to make up for transportation costs then if they do not rent.
2. Move them elsewhere.

In some ways Jackson probably offers better facilities than the smaller towns for children; such as better schools, stores, etc. But there were relatively few children in any of the projects; out of 500 persons living in defense houses in the area, only 55 were children.
The project manager had received no letter from Washington concerning the rental of F.W.A. houses to unattached women.

Dormitories for Women:

Although no dormitories have been erected by F.S.A. dormitories for women are to be ready for occupancy about March 10th on the Ordnance area, according to Major Kennedy. Four dormitories were built for men near the Administration buildings. The dormitory now being converted for women will house 160 persons. About 750 persons can be accommodated in the four dormitories.

General Appearance: Very attractive two story buildings with balcony on 2nd floor and porch on first floor extending around three sides. The lobby is built on one end of the building giving a home-like appearance to the entrance. Cement walks connect the dormitories, which are built quite some distance apart, and the combination Recreation and Restaurant Building. The grounds have been landscaped and shrubbery has been planted. The elevation is quite high.

Description of Interior: Lobby - a large room with many windows.

Furniture - 2 rugs
4 or 5 large davenports
6 or more easy chairs
Writing Desk
Radio
Large table with magazines and books
Venetian blinds
6 or more bridge lamps as well as overhead lighting.

Rooms: - 3 types: (a) Room with double decker bed - $2.00 per week, 1 dresserobe, 2 chairs.
(b) Room with single beds - $2.50 per week, 2 dresserobes, 2 chairs; (c) Single room with connecting bath - $3.50.

Eating Facilities: The combination Recreation and Restaurant Building is several hundred yards from the dormitories. The main cafeteria for the administrative area is in this building. Also a Coffee Shop that is open 24 hours of the day. One boy said the 3 meals per day averaged about $1.00 at the cafeteria.

Recreational Facilities: The one side of this combination building is a Recreation Hall with 3 pool tables, and several Ping Pong tables. The room is large enough for dancing and other group activities. There is no Recreational Director as yet. Major Kennedy said some additional facilities would be put in for women since pool was not very popular with girls. He also stated that tennis courts and a swimming pool were to be constructed.

Laundry Facilities: None at present but some facilities are being installed in the dormitory for women.

Person in Charge: Major Kennedy stated that a matron or house mother would be in charge.

Bathroom facilities: Large central bathroom as in F.S.A. dormitories with about the same ratio of toilets and showers. There are some rooms with connecting baths but not enough to greatly affect the total. According to Major Kennedy, requests had been made by women for rental of dormitories and since their original estimates of male labor had been reduced to almost half all of the dormitories would not be needed for men.

The results of this Women's Dormitory on the area will be worth watching. It is doubtful if they will be satisfied, hemmed in by guards at the gates, etc., but in view of the transportation problems it may be necessary. Most of the nurses on the staff expect to live in the dormitory so minor illnesses will be taken care of; hospital is on grounds.

6. Meals.

Price of meals did not increase to any great extent, according to local people in Milan. Meals were rather expensive in Jackson. The number of good restaurants seemed very inadequate in all of the towns but local people were inclined to believe that the restaurant situation was well in hand.

7. Arrangements for care of children whose mothers are employed.

The care of children of employed mothers seems to be much less of a problem here probably due to the fact that colored help is available. I talked to two mothers who were employed in the plant and they had made arrangements for day and night care of their children and did not know any mother who left children alone. The Personnel Manager at the plant said these rural people were accustomed to helping each other and would inconvenience themselves to do it. However, he thought some child care would have to be provided and has consulted Mr. Worthington, W.P.A. State Representative in Memphis concerning the establishment of a nursery under W.P.A. leadership.

8. Health Facilities:

Existing:
Jackson - 3 small hospitals
Milan - None
Humboldt - One 10 bed clinic with modern operating and X-Ray equipment.

Plans Approved:

Humboldt - 50 bed hospital - Fed. grant. City will furnish the grounds. Location will be in Bailey Park.

Tentative plans:

Milan - An application has been made for a 35 bed clinic but no definite confirmation has been received.

9. Facilities for Education, Recreation and Welfare

a. New Schools to be Erected:

Jackson - Madison County Central High School located about 5 miles north of Jackson. This school will accommodate between 400 and 500 pupils.
County funds - $75,000.
Contract let Feb. 24, 1942

Humboldt - Jr. High School with cafeteria
Estimated cost $50,750.00
To be ready for occupancy next fall.

Milan

(a) Jr. High School - 8 class rooms, small assembly room and modest cafeteria. Estimated cost $72,000.

(b) Addition to Milan High School (white). Estimated cost $26,200 of which Fed. grant was $8,200.00

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Schools were very crowded in Milan last year and that condition still exists. One of the churches is being used for 6th and 7th grades.

Facilities for higher education:

Jackson has 3 colleges, one for Negroes. All are co-educational and offer a four-year college course.

Recreational facilities:

Jackson:
Municipal:
Public Library
Swimming Pool
2 or 3 Parks

Commercial:
3 movies - Closed on Sunday

Jackson has various clubs and fraternal organizations but these provide little or no recreation for defense workers.

Humboldt - Existing facilities :

U.S.O. Club sponsored by N.C.C.S. Open house was held Feb. 22nd and it was estimated that 250 persons were present. The U.S.O. has rented furnished a large home on the Main Street and highway, not far from the center of town. The center is open from 10 A. M. to 10:30 P. M. at present.

The house is attractively furnished and has large rooms for lounging, reading and writing letters. One room has a ping pong table. There are cooking facilities for small parties. The back lawn is very attractive with a large gold-fish pond, shrubbery and flowers.

U.S.O. Program - still a tentative one but the following activities are planned:

Leather work and crafts
Outdoor games - Volley ball, badminton, soft ball on playground near by
Croquet on own lawn
Dancing - No definite schedule
Story Hour on Saturday morning for children of Defense Workers (up to 8 yrs.) This will give the mothers time to do their shopping.
Bridge parties
Lending library - No public library in town. There are 2 rental libraries but they cost 10¢ for first 3 days.

Comments on U.S.O.

The community seems to react favorably toward the U.S.O. so it may have good chance of success here. There are not many single defense workers in Humboldt but there are quite a number of families. There is very little commercial entertainment in any of these towns and no Y.W. or Y.M.C.A. The churches and schools seem to be cooperating.

Commercial Recreational Facilities in Humboldt:

1 movie seating 670 - Closed on Sunday
4 small 5 Pin bowling alleys - 1 Swimming Pool

Municipal facilities:

a. Park equipped with playgrounds, tennis courts, baseball diamond and pi nic grounds.
b. Athletic field with lighted football and soft ball fields.

Plans for additional recreational facilities:

The city has requested a Recreation Building for white and colored
Estimated cost - $15,000 for white center
" " - $7,000 for a Negro center
These buildings would contain a large recreation hall for games and dancing, a library and lounging room, also office space. If this center is built the U.S.O. will move there. However, no definite confirmation has been received concerning the erection of building.

Milan -

Present facilities for recreation:
2 movies - 1 open on Sunday
1 small 5 pin bowling alley

Municipal:
School gym

Present recreational facilities are very inadequate. No definite confirmation was secured by agent as to the following plans for additional facilities.

a. The city of Milan has requested a P.W.A. recreational building which could be used as a U.S.O. center. This building will be of wood construction, costing $52,000.00. It is to be located on the school grounds or adjoining it. City is furnishing the site. The building will contain:

A large recreation hall
Lounge and reading rooms
Cooking facilities

b. Miss Veeneman, in charge of Humboldt, U.S.O. center, stated that a U.S.O. project was to be carried on in Milan under the direction of Y.W.C.A. representative. The U.S.O. workers at Humboldt felt that a center was needed at Milan and that it would not interfere with their activities in Humboldt. According to Miss Veneman's statement, they would feel obligated to spend part of their time in Milan if another person did not come on, and they expected to be kept busy in Humboldt.

Comments

It appears from personal observation and interviews with local citizens that the greatest need for the U.S.O. is at Milan since practically all of the unattached girls live there, and also because Milan had at least 50% of the influx. There is nothing for them to do except go to the movies and the theaters are too small to accommodate very many people.

Persons contacted:

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Mr. John Wisdom, Chairman of Defense Council
Mr. George Wilde, U. S. Employment Office
Office girl in County Superintendent of Schools Office
Supt. out of town

Humboldt - Miss Virginia Veeneman, U.S.O. (N.C.C.S.)
Miss Verla Dougherty " "
Mr. D. S. Tuttle, Sec'y of Chamber of Commerce and
Chairman of U.S.O. Local Council
Mayor of Humboldt
Registrar in C. of C. office

Milan - Office girl who was rooming in Milan
Construction Engineer - do not recall name
Mr. C. W. Huggins, Former Principal of Schools
2 young men working at plant and rooming in
dormitories
3 young women defense workers.
Mr. Keaton, Sec'y of Chamber of Commerce

JACKSON DEFENSE COUNCIL

JACKSON DEFENSE ZONE

Jackson, Tennessee

OFFICE OF THE SECRETARY
203 COMMERCIAL BUILDING

JOHN WISDOM, CHAIRMAN
HUNTER TAYLOR, SECRETARY
OLIVER BENTON
J. M. PHILLIPS

LOCAL DEFENSE COUNCIL

C. E. PIGFORD
ALLICE ALLEN
L. W. BRYAN
HARRIS SMITH
ALIVER BENTON
HUNTER TAYLOR
CRAWFORD LONG
FRED YOUNG
JOHN WISDOM, CHM.
JIM PHILLIPS
R. H. KIRBY

LOCAL DIRECTORS

MAYOR A. B. FOUST
JUDGE A. W. WILDE

LOCAL COORDINATOR

L. W. BIRMINGHAM, JR.

SPECIAL ADVISORY COMMITTEE

J. W. RUSH
H. W. MEEKS
E. S. MANLEY
ED WELLEY
HUGH HARVEY
JOHN GASSELL

AIR RAID WARNING

HOMER WALDROP
ROY HALL

FIRE FIGHTING SERVICE

CLARENCE NOEL
BEN WARLICK

POLICE SERVICE

CLARENCE NOEL
TIP TAYLOR

MEDICAL SERVICE

DR. W. G. SAUNDERS
DR. JAS. W. MCCLARAN

PUBLIC WORK SERVICE

KINLEY CULBERTSON
BEN OWEN

UTILITIES

JIM PHILLIPS
EARNEST TAYLOR

MAINTENANCE OF VITAL SERVICE

STEWART E. TAYLOR
JOHN GASSELL

PUBLIC RELATIONS AND EDUCATION

DR. H. E. CARRICK
PERRY CALLAHAN

COL. DIVISION

P. L. HARDIN
F. W. SMITH

Jackson, Tennessee
February 21, 1942

Mr. Hugh Sawyer,
Chamber of Commerce,
Holland Building,
Jackson, Tennessee

Dear Mr. Sawyer:

Replying to your request that we give you the number of active registrants in the nine counties we serve: Chester, Crockett, Decatur, Hardeman, Hardin, Haywood, Henderson, Madison and McNairy. There are unenployed and registered with this office of the United States Employment Service as of January 1, 1942:

Men	Women	Veterans	Total
7069	3635	430	10704

Since January 1, 1942, we have purged our files, and those not contacting the Employment office since October 1, 1941 have been placed in our inactive file, therefore the figures for February 1, 1942 are not as large as January.

	Men	Women	Veterans	Total
Chester	328	296	23	624
Crockett	424	192	24	616
Decatur	329	284	27	613
Hardeman	410	184	22	594
Hardin	499	138	36	637
Haywood	694	223	28	917
Henderson	668	253	30	921
Madison	1382	467	64	1849
McNairy	418	165	31	583

These figures will fluctuate from day to day, and if there is even a "rumor" of work in the immediate vicinity, all those in our inactive file report to have their cards brought up to date, and there will be an increase in our files of 75 per cent. The Proctor and Gamble plant at Milan has not taken more than one sixth of the available labor in this vicinity.

If you can secure the plant, we can furnish the workers for same.

Yours very truly,

Mrs. Mona P. Christopher, Mgr.
United States Employment Service

Total of Files
as of Feb. 21, 1942

Men	Women	Veterans	Total
5152	2202	285	7354

U. S. Employment Service

Industrial Survey

Humboldt

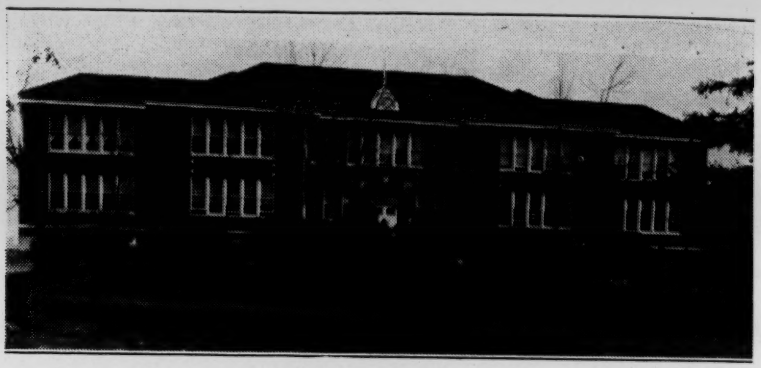
GIBSON COUNTY

— TENNESSEE —

1940

"Where Industry and Agriculture
Join Hands"

Humboldt City Schools



HIGH SCHOOL



ELEMENTARY SCHOOL



COLORED SCHOOL

Industrial Survey

Humboldt, Tennessee

June 1, 1940



Foreword

The Humboldt Chamber of Commerce includes in its membership 160 representatives from all business, professional, vocational and community groups of Humboldt. Its constant aim is to make Humboldt and its trade territory a place where people enjoy living, have opportunities to earn a living, and do their share in keeping Gibson County and Tennessee in the van of desirable progress.

It works steadily to improve local agricultural products, encourage present industries, attract suitable new industries, and invite citizens with American ideals to make Humboldt their home. To these endeavors this survey is dedicated, and an invitation is extended to all industries to consider the facts contained herein, to visit Humboldt, and to enjoy greater success by locating in the favored center of West Tennessee.



TABLE OF CONTENTS

GENERAL PHYSICAL PROSPECTIVE—Location, Railroads, Population, Climate, Altitude, Municipal Features (Type of Government, Streets, Lighting, Sewage, Water).....3 and 4

FINANCIAL SITUATION, ACCOMMODATIONS — Taxation (City, County, Township, School District, State), Bonded Debt (City, County), Other Obligations (City, County, etc.), Banking, Building and Loan.....4 and 5

SERVICES AVAILABLE—Transportation (Rail—Freight, Express, Passenger), Bus, Truck; Mail, Telephone, Telegraph, Electric Power, Water, Gas, Coal, Wood.....5, 6 and 7

INDUSTRIAL SITUATION—Present Industries, Types of Industries Desired, Available Labor, Industrial Sites, Certain Cooperation .....8 and 9

LIVING CONDITIONS—In General: Retail Trade (Restaurants), Housing, Community Organizations (Churches, Schools, Colleges, Fraternal Organizations, Service Clubs, Band), Attractive Services (Hospital, Newspaper, Printing Plant, Fire Department, Health Department, Police Department, Hotel Situation, Tourist Home Situation), Recreational Advantages (Theatre, Little Theatre, Gymnasium, Golf, Swimming Pool, Supervised Playgrounds, Park, Sports, Programs, Hunting and Fishing, etc.....10 to 18

HUMBOLDT AND ITS COMMUNITY—Metropolis of Gibson County, Natural Resources (Farming, Farm Production Rating, Drainage), Soil Conservation.....18 and 19

INDEX 20

HUMBOLDT CHAMBER OF COMMERCE—Executives..... 21

GENERAL PHYSICAL PROSPECTIVE

LOCATION

Gibson County, on the Plateau of West Tennessee

Humboldt is located in the center of a wonderful system of highways, Two National Highways, U. S. 45-West, connecting the north and south and intersecting the Jeff Davis Highway at Union City, the system of highways of Mississippi at Corinth, making connections north with Fulton, Cairo, St. Louis and Chicago, and south with Jackson, Meridian, Gulfport, and many other southern points of interest, and the Austin Peay Memorial Highway, built in memory of a great Governor of the State, running east and west through Humboldt, intersecting No. 1 at Brownsville, through Memphis, over No. 70 through the West, and connecting with the Bramley Memorial, Dixie Highway, and a system of highways of Kentucky, and by all these connections give almost a direct route to Nashville, Knoxville, Chattanooga, Clarksville, Louisville, and other points of interest in Tennessee and Kentucky. We also have sufficient number of trade territory highways and good roads that give pleasure and convenience in general travel.

RAILROADS

Humboldt is at the junction of a wonderful railroad system, the Mobile and Ohio Railroad, giving connection with interesting cities and markets north and south, and the Louisville & Nashville Railroad, giving the same advantages to points of interest east and west.

POPULATION

Humboldt—1940 census, 5159.

Nationalities—75 per cent native white, 25 per cent native negroes.

CLIMATE

Characteristics of continentality, fluctuating from year to year. Precipitation varies from average of 5.44 inches in January to 2.90 inches in October. Measurable amount of rain, on average, of 85 days of year. Average annual snowfall 10.2 inches, varying from January maximum of 3.7 inches with from March to November snowless, and but occasional in March, and on the ground only short times because of frequency of warm spells of weather. Mean average temperature 58.8 degrees, with average maximum temperature 71 degrees and average minimum temperature 48 degrees. Frost, on average, occurs in seven months of year, but average frostless season is 200 days, average first frost October 21st and average last frost April 4.

ALTITUDE

The Humboldt business district is about 380 feet above sea level. Almost the entire county is above flood stage and Humboldt has never been flooded.

MUNICIPAL FEATURES

Type of Government—Mayor and five Aldermen elected by the people.

Street—Eighteen miles of city streets, eight miles paved, ten miles graveled. Paved streets are from curb to curb, two miles of graveled streets protected by curb and gutter. The streets are wide, well drained, and kept clean and repaired by an efficient Street Department. A modern street washer, as well as a large force of men, is used.

Sewerage—The city maintains a sewerage and drainage system out of street fund. (No extra charge for sanitary sewer.) Eighty-five per cent of the citizens have access to the sewerage system. There is no disposal plant, but disposal is made in the river, which is about one and one-half miles from town. All paved streets are protected with storm sewers.

Lighting—Humboldt owns and operates its electric system.

Water—Humboldt has an abundance of pure water, so pure it does not have to be treated, but is analyzed every thirty days by the Tennessee Medical Laboratory. See water, page 7.

FINANCIAL SITUATION, ACCOMMODATIONS

Taxation—The city has a tax rate of $2.25 per $100.00, which is distributed as follows:

Bonded and Interest Fund	$1.25
Cemetery Fund	.04
Fire Fund	.10
General Fund	.28
Park Fund	.02
Police Fund	.20
School Fund	.11
Street	.25
	$2.25

The State and County tax rate is $2.38 per $100.00, and is distributed as follows:

Bonds	$0.90
County	.27
Health	.15
Elementary Schools	.51
High Schools	.28
Insanity	.09
Social Security	.10
	$2.30
State	.08
	$2.38

Note—Property is assessed at about 40% to 60% of its real value.

BONDED DEBT

Bond—	Int. Rate	Series	Maturity	Amount
General Improvement	5 %	3/1/28	1939-48	$ 14,000.00
Light and water	5½ %	5/1/25	1950	5,000.00
Refunding	4¾ %	4/1/28	1938-52	65,000.00
Refunding	4½ %	4/1/28	1938-52	25,000.00
Refunding	5 %	4/1/35	Op.-4/1/55	45,000.00
Refunding	5¼ %	4/1/35	Op.-4/1/55	90,000.00
Refunding	5½ %	4/1/35	Op.-4/1/55	80,500.00
Refunding	5 %	4/1/36	Op.-4/1/55-60	33,500.00
Refunding	5 %	4/1/36	1942-55	96,000.00
Grammar School	5 %	4/1/37	1956-59	40,000.00
Public Building	5 %	7/1/37	1947	20,000.00
				$514,000.00

BANKING

Two splendid banks, both members of the FDIC, in the market for good loans, able to make up industrial payrolls, giving safety deposit services and rendering all kinds of banking services.

Merchants State Bank—Member of Federal Deposit Insurance Corporation. Capital, Surplus, Undivided Profits and Reserve, $157,242.52; Deposits, $569,326.28; Cash on Hand and in Banks, $237,234.54; Total Resources, $746,568.80.

Peoples Bank—Branch of Tipton County-Farmers Union Bank, Covington, Tenn. Member Federal Deposit Insurance Corporation. Capital, $200,000.00; undivided profits, $149,263.06; Depreciation Reserve, $8,637.-06; deposits, $1,821,637.06; total resources, Dec. 30, 1939, $2,179,537.18.

BUILDING AND LOAN

The Home Federal Savings & Loan Association of Humboldt is rendering a helpful service to the community and a large section of West Tennessee. Loans are made and first mortgage real estate for home owning on the "direct reduction" plan, borrowers getting credits as payments are made, with interest only on balance. An opportunity for thrift investments on installments and share investments, with dividends semi-annually, is given to the public, with the accounts insured to five thousand dollars in Federal Savings & Loan Insurance Corporation. The association has enjoyed a long and successful experience.

SERVICES AVAILABLE

TRANSPORTATION BY RAIL—FREIGHT

Louisville & Nashville Railway has eight through trains and two local trains daily; five trains east and five west daily. Service from Louisville, Cincinnati and Evansville is scheduled for second morning delivery on carloads and second afternoon on less-than-carloads, while from Memphis the service is over-night.

Mobile & Ohio Railway, daily service north and south on both L.C.L. and carload shipments. Freight service on carload shipments for a distance of 600 miles is second morning delivery, other destinations in proportion.

DELIVERY DATE, FREIGHT FROM HUMBOLDT

TO—	CARLOAD	L.C.L.	TO—	CARLOAD	L.C.L.
St. Louis, Mo.	1st day	1st day	Philadelphia, Pa.	4th day	5th day
Cincinnati, Ohio	1st day	3rd day	St. Paul, Minn.	3rd day	3rd day
Peoria, Ill.	2nd day	2nd day	Birmingham, Ala.	2nd day	3rd day
Kansas City, Mo.	2nd day	2nd day	Buffalo, N. Y.	3rd day	4th day
Chicago, Ill.	2nd day	2nd day	Cleveland, Ohio	3rd day	4th day
Little Rock, Ark.	2nd day	3rd day	Indianapolis, Ind.	3rd day	4th day
Louisville, Ky	1st day	1st day	Milwaukee, Wis.	2nd day	4th day
Memphis, Tenn.	1st day	1st day	Richmond, Va.	4th day	5th day
Columbus, Ohio	3rd day	4th day	Washington, D .C.	4th day	5th day
Detroit, Mich.	3rd day	4th day	Denver, Colo.	5th day	7th day
Pittsburgh, Pa.	3rd day	4th day	Houston, Texas	4th day	5th day
Atlanta, Ga.	3rd day	5th day	Boston, Mass.	5th day	6th day
Baltimore, Md.	5th day	6th day	San Antonio, Texas	4th day	6th day
Dallas, Texas	3rd day	5th day	Jacksonville, Fla.	3rd day	4th day
Fort Worth, Texas	4th day	5th day	Los Angeles, Calif.	8th day	10th day
Minneapolis, Minn.	3rd day	4th day	San Francisco, Calif.	8th day	10th day
New Orleans, La.	3rd day	4th day	Portland, Ore.	8th day	10th day
New York, N. Y.	5th day	6th day	Seattle, Wash.	8th day	10th day
Omaha, Neb.	3rd day	4th day			

EXPRESS

Railway Express, three trains east and three west daily. Free pick-up and delivery service.

PASSENGER

Louisville & Nashville Railroad—Six passengers trains daily, all equipment air-conditioned. Two hours from Memphis and eight from Louisville.

Mobile & Ohio—Four passenger trains daily.

Illinois Central Railroad—Eleven miles.

Gulf, Mobile & Northern Railroad—Thirteen miles.

BUS

The great Greyhound Bus System spider webs the United States, part of Canada and Mexico. 50,000 miles of scenic highway routes. Service daily to the north, south, east and west.

TRUCK

Daily interstate bonded and licensed trucking companies, rendering at-your-door service, with over-night service to St. Louis, Cincinnati, Nashville and Memphis. Second morning to Chicago. Local drayage service by reliable firms.

AIR

Air mail is dispatched to all trains. The best dispatch is at 7:00 p. m., which puts packages in Los Angeles and New York the next morning, and intermediate points are included.

MAIL SERVICE

The postoffice is a modern Federal building, serving about 15,000 patrons, has 20 full-time men, including postmaster and assistant postmaster. It is a second-class office with receipts over $25,000 annually. It does considerable postal savings business.

Mail is dispatched to eight trains daily; last 8:30 p. m. Air mail is dispatched to all trains.

Regular mail to and from Chicago within 24 hours.

Mail is received from ten trains during day and night.

DELIVERY SERVICE

General delivery, money order and registry windows open to the public at 7:30 a. m. and close at 6:00 p. m. The heaviest incoming mail is received in time for delivery the same day by city and rural carriers.

City carriers leave at 8:00 a. m. and the business district is served immediately. Afternoon city delivery at 2:00 p. m.

Special delivery 6:30 a. m. to 8:30 p. m.

Parcel post delivery at 7:30 a. m. and 1:30 p. m.

TELEPHONE SERVICE

The Southern Bell Telephone & Telegraph Company, with 619 stations in Humboldt, 604 company owned stations and 15 rural stations, furnishes efficient local service. Ample toll circuits provide outside communications.

Class of Service—	Monthly Rate Business	Residence
Individual line	$3.50	$2.00
Two-Party line	3.00	1.50
Semi-public telephone (to guarantee daily)	10c per day	
Extension telephone	1.00	.75
Joint user	1.00	.50
Miscellaneous Equipment—		
Extension bell	.25	.25
Extension gong	.50	.50
Extra Directory listing, per line	.25	.25

TELEGRAPH SERVICE

Humboldt office is equipped with automatic teleprinters, which is the fastest form of telegraphic communication.

Direct wires to Memphis, from there direct wires to New York, Chicago, St. Louis and all the principal cities in the country.

During the fruit and vegetable season, 18 hours daily telegraph service is maintained and nine hours during the remaining months of the year. Sunday service one hour in the morning and one hour in the afternoon. Arrangements with the L. & N. Railroad whereby Western Union telegrams are accepted by their operators for transmission by direct wire to Memphis office, which affords 24-hour day service.

Where the customer's business justifies, average around $50 per month, teleprinters without cost are installed in business buildings.

ELECTRIC POWER

Electric power and light facilities are furnished by City of Humboldt Electric Utility (owned and operated by the City of Humboldt), which has an up-to-date distribution system of ample capacity connected to a network of T. V. A. (Tennessee Valley Authority) transmission lines. Utility furnishes standard alternating current service, with regulated frequency and voltage, at rates (standard T. V. A. resale rates) particularly adapted to various classes of service, industrial, commercial and domestic, lending particular attraction to Humboldt for any type of industry.

NATURAL GAS

Natural gas of high heat content is brought from the gas fields at Monroe, Louisiana, to West Tennessee by a pipe line company and is in turn distributed by the West Tennessee Gas Company. Humboldt is particularly fortunate to be able to boast of this high type fuel, which helps to make a clean city.

WATER

The city is supplied with water furnished from two deep 10-inch wells. Over 1,500 gallons of water can be pumped every minute, which is over three times more water than is necessary to meet the demand. The water is so pure it doesn't have to be treated; it is analyzed every thirty days by the Tennessee Medical Laboratory. The city maintains an elevated tank with a 200,000-gallon capacity, a ground reservoir with a 200,000-gallon capacity and a standpipe with a 200,000-gallon capacity. There are approximately 1,500 water consumers. Everybody in town has access to water lines. The average consumption per day is 400,000 gallons.

Schedule of water rates—

First 1500 gallons	75c	Minimum
Next 1000 gallons	5c	per hundred
Next 1000 gallons	4c	per hundred
Next 1000 gallons	3c	per hundred
Next 1000 gallons	2½c	per hundred
5500 gallons to 50,000 gallons	2c	per hundred
50,000 gallons to 100,000 gallons	1½c	per hundred
100,000 gallons to 250,000 gallons	1¼c	per hundred
Over 250,000 gallons	1c	per hundred

COAL

The West Kentucky coal is lowest in price and freight rate. The freight rate is $2.07 per ton. Eastern Kentucky coal is $2.92 per ton.

Alabama fields' rate is $2.52 per ton, and East Tennessee is $2.80 per ton. These rates include the 10c emergency charge recently allowed the railroads by the ICC.

WOOD

Abundance of small growth wood on near-by farms at very reasonable rates for fuel.

INDUSTRIAL SITUATION

PRESENT INDUSTRIES

Humboldt is very proud of its present industries. Because of the ideal location of the city, its excellent distribution facilities, its abundant labor, fine living conditions, and efficient officials of the various industries, they have found operation here extremely satisfactory and successful. The chief present industries are;

The O'Donnell Shoe Company, which has been in business over thirty years, has been located in Humboldt since 1927. In two modern and well-equipped factories the following nationally known and distributed brands of shoes are made: Propr-Bilt, scientifically correct shoes for growing feet; O'Donnell Aristocrat Riding Boots; Miracle Arch Shoes for men, O'Donnell Ortho Shoes for Ladies; and Clara Barton Nurses' Oxfords. At the present time 270 people are employed, 55 per cent male and 45 per cent female, with an annual payroll of approximately $205,-000.00. Production daily is approximately 1,200 pairs of shoes, and a total annual business of over a million dollars.

B. C. Jarrell & Company, manufacturing fruit and vegetable packages, hampers, bushel baskets, employing 250 to 400, 60 per cent male and 40 per cent female, with an employee payroll of $125,000 annually. From 500 to 600 carloads of fruit and vegetable packages are made annually. For 52 years this company has grown with Humboldt and helped to make it the desirable city it is in which to live and work.

Humboldt Milling Company, manufacturing Government Bond Flour, meal and feeds, produces 75 barrels of flour, 100 barrels meal and 100 sacks of feed per 18 hours. Thirteen men and one woman are employed, with an annual payroll of $9,880.00. This company has successfully operated 36 years in Humboldt

Humboldt Canning Company, established in 1903, has successfully operated and steadily grown since. It has canned about 25,000,000 cans of vegetables and fruits. During the busy season 800 to 1,000 men and women are employed. B. A. Craddock, owner, has 17 canning factories in West Tennessee and West Kentucky, and one each in Arkansas and Missouri, that are being operated by his seven sons, three daughters and four nephews. Many farmers grow crops especially for this company and when there is an over-production and price falls, assist the farmers by buying up their surplus vegetables and fruits.

Federal Chemical Company, a branch plant of the Federal Chemical Company of Louisville, Ky., has operated six years in Humboldt. From February through May about 50 men and one woman are employed in this plant. Excellent fertilizers are mixed and distributed from this plant.

Humboldt Marble & Granite Works, manufacturers of granite and marble monuments, employ seven to 30 workmen, with an annual payroll of five to ten thousand dollars. Twenty to forty thousand dollar annual production. In Humboldt since 1881

The Eclipse Marble & Granite Works of Humboldt, manufacturers of high-class memorials of excellent workmanship, which are widely distributed. Six mechanics are continuously employed. The annual production approximates $20,000. In continuous operation for fifty years.

Jones Manufacturing Company, manufacturing mop yarns and caulk-

ing cotton was established in Humboldt in 1935, and produces 2,500 pounds per day. Fifteen men are employed and the payroll is approximately $13,500 per year.

Humboldt Bakery Company, noted for its Butter Crust Bread and fine pastries, has two trucks operating in West Tennessee. Seven trained employees with modern gas and electric mixers and bakers produce excellent products. The plant is open for inspection any time.

Beare Ice & Coal Company, a branch of Beare Ice & Coal Company of Jackson, has a modern ice manufacturing plant here, compressors driven by synchronous electric motors of the latest type, with capacity in excess of 50 tons per day. In the two large storage rooms several thousand tons of ice are stored in advance of the shipping season for icing strawberries, cabbage, tomatoes, and other vegetables. With an abundance of pure water and large shipping demand for ice, this company has found Humboldt a good location for many years.

For information about coal, see page 7 under Services Available.

TYPES OF INDUSTRIES DESIRED

With its excellent transportation facilities in every direction, both by railroad and highway, ample electric (TVA current) and natural gas supply at reasonable rates, available labor, average tax rates, mild climate, good factory sites on railroads and highways, abundant fruits (strawberries, tomatoes, peaches, apples, etc.), vegetables (cucumbers, cabbage, beans, peas, sweet potatoes, Irish potatoes, corn, etc.), in fact, all kinds of farm products, several thousand carloads of which are shipped annually, many kinds of industries find West Tennessee ideal for their factories. Being almost the exact center of West Tennessee, near the center of the United States, and the source of many raw materials, makes Humboldt an attractive section for industries.

AVAILABLE LABOR

As every other community, Humboldt has its share of the unemployed of working age and temperament. But few of the local high school graduates and many college graduates here have only part-time employment and are representatives of our best families. On the farms around town are many who have worked in various factories. Seven towns within fifteen miles radius have similar conditions which makes about 1,500 unemployed in this section that would be available labor.

INDUSTRIAL SITES

Humboldt has a large number of available industrial sites. There are several large industrial buildings here, one with approximately 50,000 square feet of floor space and railroad siding, one with 4,000 square feet of floor space and railroad siding, one two-story L-shape building with railroad siding that would be suitable for manufacturing purpose., one box factory, 17,000 square feet of floor space (main building, warehouse, two drying sheds and office), on 2½ acres, and railroad siding. Building fully equipped with machinery including a 60-inch Blakelee veneering machine that could be used for several types of wood manufacturing. There are any number of building sites on either side of the two railroads that are near the freight offices, also many others not so near, but located on hard surface streets or highways.

CERTAIN COOPERATION

The Chamber of Commerce, Mayor and Aldermen, and all community organizations have cooperated with industries located here and are ready to cooperate in every reasonable way with those who find it to their advantage to locate here.

LIVING CONDITIONS

IN GENERAL

Humboldt is a real home-owning little city. Its people in general are cultured, hospitable and progressive. To live in, it is to always feel that Humboldt is home, regardless of what part of the world we may have to live.

RETAIL TRADE

Humboldt has two business districts, with:

20 groceries, including four national chain groceries.
1 Fruit store.
1 Wholesale grocery.
2 Produce and poultry stores.
8 Restaurants.
2 Sandwich shops.
2 Dancing halls and restaurants.
8 Department and drygoods stores.
1 Millinery shop.
4 Drug stores.
5 Barber shops.
3 Beauty Shops.
2 News stands.
3 Garages.
14 Filling and service stations
1 Book rental stand.
3 Furniture stores.
2 Plumbing companies.
1 Hardware store.
4 Shoe repair shops.
1 Paint and paper store.
2 Undertaking establishments, with ambulance service.
2 Coal and wood yards.
1 Ice factory.
3 Electric supply shops.
2 Variety stores.
2 Jewelry stores.
2 Florists.
1 Knit studio.
1 Auto accessories store.
3 Lumber and building material companies.
2 Cleaning and pressing establishments.
1 Laundry.
2 Farming Implement Companies.
1 Feed mill.
1 Photgrapher's studio.
2 Auto body repair shops.
1 Basket and box factory, wholesale and retail.

RESTAURANTS

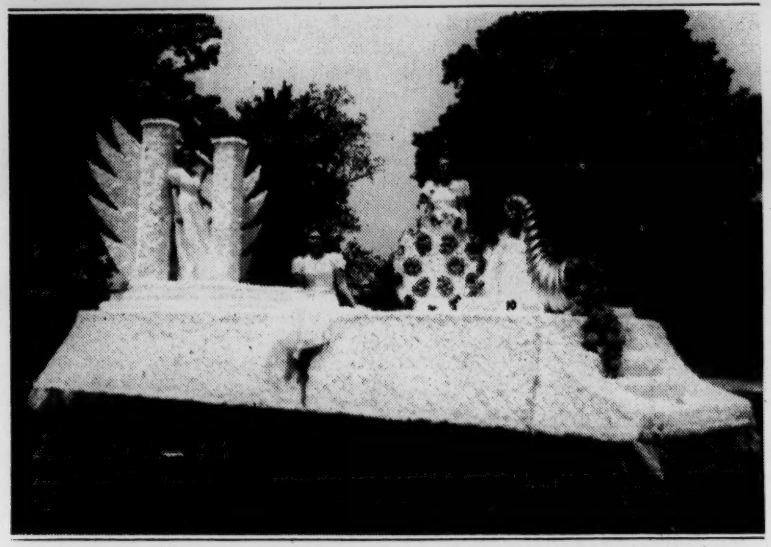
All restaurant services may be secured at the eight cafes in town and two just east of the city limits. Most of them maintain delivery service during the day. Well-prepared and wholesome food is served at all hours.

HOUSING

A large number of people moving to Humboldt in the past two years has caused a need for more houses. However, many are offering their homes for sale, as they have built new homes. Humboldt has the building firms and financial set-up for a quick building program. Because of the mild climate expensive heavy houses are not necessary. Rents are not

high and a large number of rooms in homes are available, but there are few vacant houses.

WEST TENNESSEE STRAWBERRY FESTIVAL



One of the many beautiful floats entered in the Annual West Tennessee Strawberry Festival Grand Floats Parade.

The West Tennessee Strawberry Festival, "The South's Greatest Strawberry Show," held in Humboldt during the first week in May each year, was started in 1934 by a group of Humboldt Chamber of Commerce officials and interested citizens, for the purpose of re-establishing the million-dollar strawberry industry through the Western section of the state.

Since that time greater progress has been made toward the original goal than was anticipated. Growers, almost without exception, entered into the program of better strawberry culture, and as a result a high quality—one of the finest in the United States—strawberry has been developed.

The Strawberry Festival while sponsoring quality, through better culture, also set about to advertise the West Tennessee Strawberry far and wide. And success has crowned these efforts. Now, strawberries from West Tennessee are in demand in all leading markets of the land. Buyers, shippers and other interested parties gather in Humboldt for the purpose of securing these luscious products of West Tennessee.

The Strawberry Festival has called together, for a common cause, more than fifty towns and communities in West Tennessee. Fun and frivolity mark the actual time of the Festival with parades, beauty revues, exhibitions of various and sundry nature, entertainment and "ballyhoo" being the order of the day. Thousands gather from throughout the Mid-South to join in the merry-making. West Tennessee is placed on the map in favorable aspect. And Humboldt, the host city and moving as well as guiding spirit of the Fiesta, has again contributed to the on-going of progress.

COMMUNITY ORGANIZATIONS

CHURCHES

First Baptist Church was organized in 1867 and has 927 members, with 624 resident members and a resident full-time pastor. The organizations in the church are Sunday school, 612 enrolled; Woman's Missionary Society, four auxiliaries; Young Women's Auxiliary, Royal Ambassadors for boys, Girls' Auxiliary. Sunbeams for small children, Baptist Training Union, and choir with a trained director, and pipe organ. All regular services in the well equipped buildings worth $64,000.

First Methodist Church, one block off Main Street on Crenshaw and 12th, organized in 1860, has 660 members. the church school is thoroughly departmentalized, with all regular organizations for evening meetings. The Women's Missionary Society, with five auxiliaries. The church, Sunday school building and parsonage are valued at $89,000.

Presbyterian (U. S. A.) Church, Main Street, represents a union of two churches, the Southern (U. S.) Presbyterian organized in 1866 as a branch of old Shiloh Church, and the Cumberland Presbyterian, organized about 1865 as a branch of old Hopewell Church. The two churches united in 1920. A brick church and three-story Sunday school annex, valued at $40,000. A Moler pipe organ is installed in the church. Over 200 members worship in this church. Organizations include a Men's Club, Ladies' Circles, and Missionary Society. Special emphasis is laid upon work for children and young people, summer conferences in particular. Resident pastor occupies the manse

Central Avenue Christian Church, Central and Osborne, organized in Humboldt in 1896, has 235 members and a church and training plant valued at $66,000. Organizations within the membership are the Women's Missionary Society, Woman's Council, Men's Brotherhood, Senior Christian Endeavor, and Junior Christian Endeavor. Resident, full-time pastor. Pastor's home north of church.

Sacred Heart Church was organized in Humboldt in 1872; present church built in 1902; the rectory in 1903. There are sixty members and a resident priest. The Altar Society is the outstanding organization in the Parish. Service in the church every Sunday.

Church of Christ, Mitchell Street, was organized in 1917, has 150 members, and church building valued at $10,000. The Young People's Training Class is an organization within the church.

Mission Church with 70 members, has services at all regular hours. The Sunday school, Women's Missionary Society, and Young People's Band are active organizations. Has resident pastor.

The Church of God, with 35 members, has services at regular hours including worship hours, Sunday school, and mid-week prayer service. Has resident pastor.

HUMBOLDT CITY SCHOOLS

Humboldt city schools include three separate and distinct modern school plants.

Humboldt High School is a Tennessee-approved, A-grade institution with nine full-time teachers. It offers a standard college preparatory course, besides many courses designed for special preparation of children whose education is likely to terminate with high school graduation. The graduates who have anticipated college entrance early enough in their courses are admitted to the State University, Vanderbilt, and practically all leading colleges of the United States without entrance examination. The present enrollment is 242.

Humboldt boasts a wonderful P.-T. A. with 200 paid members, ever active, and effective.

The High School is a member of the Big Ten Football Conference. Football and basketball teams rank among best in West Tennessee year after year.

Band and public school music will be free to all students next year.

The plant of the high school is situated on a beautiful well-drained eminence overlooking the city. The campus contains eight and one-half well-developed acres. There are large trees and a beautiful lawn in front of the building, while the gymnasium and athletic field occupy the spacious rear.

Three teachers hold Master of Arts degrees.

The main building is a 15-room brick structure, and has very recently been enlarged with five new classrooms. The courses offered in this building include: Home economics, typewriting, shorthand, bookkeeping, agriculture, chemistry, farm shop practice, band, expression, piano, besides the standard foreign languages, social sciences, and full mathematics courses, including pre-engineering trigonometry.

The laboratories are equipped to meet the requirements of the State of Tennessee. The library is in process of development and is expected to be among the best in the county next year.

The agriculture department is headed by a specially trained teacher, who is rapidly developing the course and increasing the enrollment.

The gymnasium of physical education building is among the most modern in West Tennessee. It was erected in 1929 at a cost of $20,000 and contains showers, locker-rooms, hardwood playing courts, and will seat approximately 2,500 people.

The athletic field is enclosed with a seven-foot heavy wire fence. There is the practice field, known as Bennett Memorial Field, and the regular football stadium known as the "Strawberry Bowl." The latter was completed in 1936 at a cost of $5,000. The proposed track or "cinder path" will be circular around the football gridiron.

Humboldt Junior High School is housed in the main plant with the Senior High School. It enrolls about 160 pupils and is taught by four teachers. These pupils also have the benefit of the physical education building and the athletic field. The work of the seventh and eighth grades is gradually being integrated with that of the Senior High School, on the theory that the present step from the eighth grade to senior high is too great.

Humboldt Grammar School is the newest addition to the system, being erected late in 1937 at a cost approximating $60,000. It is a 27-room structure, modern in construction, superior in instructional efficiency, including the inside finish with specially designed accoustical material. This building is of one-story construction with large cafeteria in semi-basement. There is a large playground adjacent to this plant, which enrolls nearly 600 students in the first six grades. There is an excellent grade library.

Fifteen trained teachers, most of whom are college graduates or nearly so, make up the instructional staff. The building has an auditorium with well-equipped stage, grand piano, and indirect lighting. The seating capacity is approximately 800.

The Stigall High School serves the negroes of Humboldt. It is a new, modern building, replacing a similar one burned in 1936. The enrollment is near 500, all grades from the first through the twelfth. The high school department is given a B rating by the Tennessee Department of Education. The elementary department is in the hands of as capable a faculty as exists anywhere among the race, and the work of the elementary teachers is outstanding. Altogether there are six elementary

teachers and four high school teachers in the Stigall school. Vocational trades classes train boys for woodworking careers.

COLLEGES

There are five first-class colleges near Humboldt: Lambuth College and Union University, Jackson; Southwestern, West Tennessee State Teachers' College, Memphis; Junior State College, Martin; Freed-Hardeman, Henderson, and Bethel College, McKenzie.

FRATERNAL ORGANIZATIONS

Humboldt has five fraternal organizations with active local lodges.

The oldest and largest is Humboldt Lodge No. 202 Free and Accepted Masons, which was chartered in 1850, with 128 members. The next in age and size is Magnolia Camp, No. 51, Woodmen of the World, chartered in 1896, with 119 members. Shiloh Chapter No. 198, Royal Arch Masons, reorganized in 1922, with 93 members. Humboldt Chapter No. 256, Order of the Eastern Star, chartered in 1923, has 67 members. Humboldt Council No. 100, Royal and Select Masters, chartered in 1924, has 46 members. Many members of various other fraternities attend regularly the meetings in nearby towns.

SERVICE CLUBS

Humboldt has fifteen clubs that entertain the citizens and work to improve our town in every way.

The oldest of the group is the Chamber of Commerce, organized in 1912, which has a membership of 160 business men, representing both the industries and employees of all lines of business in Humboldt.

Oren C. Kolwyck Post No. 26, the American Legion, was chartered in 1920 and has 84 members, and the Auxiliary has 37 members.

Humboldt Lions Club, organized January 1, 1940, has 20 members.

Humboldt has four Music Clubs, all of them belonging to the National Federation. The Senior Club was organized in 1923 and has a membership of fifty. Sponsored by the Senior Club are the Symphonic Student Musicians Club, the Junior and Juvenile Music Clubs. Each of these clubs made a rating of 100 per cent and Humboldt was the only town in the State to have four 100 per cent clubs.

Humboldt High School Band, 40 pieces, is well trained and is also a part of the Gibson County Band, which is often massed for big occasions. With a band director, five music studios, three directed church choirs, general musical training throughout the schools, anyone interested in musical training has many opportunities.

The Humboldt Conservatory of Music was organized in 1938, by Elisabeth Jarrell Fossey. Courses are offered in Piano, Voice, Violin, Expression and Public Speaking, Band Instruments, Chorus, Theory, Form and Analysis, History of Music, Harmony, Dalcroze Eurhythmics and French Diction leading to a teacher's certificate. Classes in English and Education are taught once a week by associate professors from the University of Tennessee.

Several highly trained leaders and teachers furnish dramatic training and productions of which Humboldt is proud. Fine Arts Club members, Fossey Club, and Men's Quartet Club, among music, voice and expression pupils are enthusiastic groups.

The Chestnut Hill Home Demonstration Club has 40 members. There is a Boy Scout Troop, chartered March 31, 1938, with 28 boys registered; a Girl Scout Troop, chartered in 1938, with 14 girls registered.

ATTRACTIVE SERVICES

HOSPITAL

Humboldt has one hospital, 10-bedroom clinic, six physicians, three dentists, one osteopath physician, one chiropractor, each of which has the most modern equipment.

Oursler's Clinic is a splendid little hospital, rendering an adequate service to the community. There are ten beds, modern operating room, X-ray room, autoclave, office, reception room, etc. The head physician and surgeon is a fellow of the American College of Physicians and Surgeons. In the building are offices of a dental surgeon with modern dentist equipment.

NEWSPAPER, PRINTING PLANT

The Courier-Chronicle has been the voice of the community, the exponent of its virtues and resources and the conservator of its interests for more than 50 years and is stronger and more effective than ever before. This is a weekly paper and has a large circulation. A large general printing plant is operated in conjunction with the paper. This plant is operated to meet the utmost demands of the industrial and commercial needs of the city and trade territory.

Five daily papers are delivered to a large number of subscribers in Humboldt through the day.

FIRE DEPARTMENT

This department consists of twelve volunteer firemen and one chief. The equipment consists of one American La-France fire truck and one Seagrave truck. The Seagrave truck is equipped with an 80-gallon booster tank with 200 feet of one-and one-fourth inch hose and a 500-gallon pumper. The American-LaFrance truck is equipped with a 40-gallon chemical tank with 150 feet of one-inch hose and a 750-gallon pumper. Both trucks are equipped with 1,200 feet of two and one-half inch firehose. The city is now receiving bids on 500 feets of two and one-half inch hose, which it will purchase soon. The city is also contemplating the purchase of a new fire truck at an early date.

HEALTH

The County Health Department provides a clinic and nurses who administer free immunization and vaccination to both children and adults against diphtheria, smallpox and typhoid fever. There are six physicians, four dentists and one hospital in Humboldt. All cooperate in maintaining a high health rating. The Community Fund provides access to hospitals for charity patients. The American Red Cross, local chapter, also assists in health work.

The Gibson County Health Department is one of the oldest in the State of Tennessee. It began a period of remarkable advance in 1930 when the Commonwealth Fund added sufficient funds to its budget to carry on an adequate health program. In 1937 the expenses of the general program was entirely taken over by the county and state, although the Commonwealth Fund still maintains its interest here in the way of a special maternity service and a new building for the department.

The programs of the department have continuously demonstrated new and progressive ideas, and have become nationally famous. The health records of the county place it in quite a favorable position in the State. This is especially true as regards those counties which do not have a county-wide health department, working in cooperation with the State Health Department.

The program of the health department is concerned with the welfare

of every individual from the mother, the baby, the preschool child, the school child to the adult. Its activities include collection of vital statistics, maternity program, infant and preschool program, school program, the control of communicable diseases, sanitation program, tuberculosis, control and syphilis and gonorrhea control.

The city of Humboldt has its proportionate share of each of these activities. Because the interest and cooperation of the citizens is more intense than usual, the accomplishments of the health department are greater. The city maintains clinic space in which many activities are carried on, including immunization for smallpox, diphtheria and typhoid fever, examination of infants and small children, nursing instructions for expectant mothers, X-ray service for tuberculosis patients or private doctors, and a venereal disease clinic. Although this means that the venereal disease problem is tremendous it also means that the contagious cases are being quickly picked up and rendered non-infectious to the general public.

Summary: Humboldt, as a health minded city of Gibson County, participates in the program of the Gibson County Health Department, which is one of the oldest in the state, one of the most famous in the United States and which has long been sponsored by the Commonwealth Fund. The city provides clinic space for the health department. Under its activities are projects for the control of communicable diseases, a school health program, supervision of sanitation, supervision of milk production and distribution, a maternity program and an active venereal disease clinic.

SANITATION

The city is kept clean by a city-paid force. Garbage, trash, rubbish, etc., is collected at regular intervals and hauled from town without extra expense to the citizens. The Sanitary Department drains all places possible in order to eliminate mosquitoes and malaria fever. Places that cannot be drained are sprayed with a powerful disinfectant.

POLICE DEPARTMENT

The city has one full-time city marshal and five full-time policemen. When the occasion demands extra men are hired. The city is amply provided with police protection day and night.

HOTEL SITUATION

Humboldt Hotel, Main Street, has 32 bedrooms, dining room with seating capacity for 50 and a private dining room that will accommodate 25 guests. The building is steam heated and has hot and cold water in rooms. It has a large lobby and the building is of white tile brick.

There are nine boarding and rooming houses with home-like atmosphere, and room and board in 10 private homes that will accommodate about 300 new citizens.

TOURIST HOME SITUATION

There is plenty of free parking space in town, five nice homes who receive tourists, and with excellent facilities for securing food and pure water, many tourists enjoy relaxing for a few days in Humboldt.

PARKS AND PLAYGROUNDS

There is one municipally-owned park, containing fourteen acres, equipped with playgrounds, tennis courts, baseball diamond, picnic grounds and bandstand. There is also an athletic field which contains five acres and is equipped with a lighted football field and a lighted softball field. Recreation is supervised throughout the year.

RECREATIONAL ADVANTAGES

Few cities of similar size have the recreational advantages that Humboldt enjoys throughout the year. A city recreational program, prep and independent competition, moving pictures, bowling, hunting and fishing, swimming, inter-industrial games, are real parts of the life of its adults, young people and children.

THEATRE

The Rex Theatre, remolded with John-Manville insulating decorative board treatment on walls and ceiling, seats 670 and is equipped with United States Air Conditioning blower type cooling system. The projection equipment is Simplex with Western Electric sound. The building is heated by an automatic hot water plant using gas fuel, insuring a clean, even temperature at all times.

The Rex Theatre shows a daily matinee at 3 p. m. except Saturday, when the show starts at 10 a. m. and runs continuous. There are two complete shows each night. The management takes great care in selection of pictures, striving to maintain a high standard of diversified entertainment.

ATHLETIC FACILITIES

The athletic facilities in Humboldt offer opportunities in a wide range of sports the year round for young and old.

In the spring Bailey Park beckons with its municipal tennis courts, baseball and softball diamonds, wading pool for children, swings and rides of all sorts. A vast range of shrub plantings, trees and flowers afford the lover of out-of-doors recreation an opportunity for study. There is a beautiful band shell and outdoor concerts are given by local and visiting bands free to the public.

The summer months are taken up with golf, swimming, softball and baseball, tennis, and horseback riding. Incidentally Humboldt is the home of some of the leading horsemen and horsewomen in the nation.

The football season opens usually the latter part of September. Humboldt has had very successful teams for the past ten years, always champions or nearly so. Before the close of the football season, work in basketball begins. There is a slight overlapping of these two sports. The public can be assured of as good a high school program of football and basketball as can be found in the nation, for we compete with the best prep teams in the country.

During the winter months basketball predominates in the sport life of the city. Humboldt is in the center of the best basketball territory in the state and the interest and development in this sport are far advanced.

HUNTING AND FISHING

Humboldt and vicinity affords a splendid opportunity for the sportsman, both in hunting and fishing. There is an abundance of small game within a short distance of the city. Cover and seed crops, interspersed with thickets and wood-lots, offer a haven and a feeding ground for quail and dove, and good shooting dogs are available. The bottom-lands, with oak, cypress, beech, mulberry, and hardwood, are well supplied with squirrel (the gray predominating with a good sprinkling of the fox-squirrel), o'possum and raccoon, and in the surrounding hills fox are becoming more numerous.

Humboldt is about one hour and twenty minutes over modern highways, from historic Reelfoot Lake. This large body of water, approximately twenty miles long by six miles wide, was formed over a hundred

years ago by an earthquake which changed the course of the Mississippi River and created what is probably the best known natural breeding ground for fish in the United States. The waters of Reelfoot Lake abound with bass, crappie, bream and many other varieties of excellent food fish, and offers to the fisherman the very best in his sport, and a wide range of tackle and lures. Whether it be bait-casting or whipping the waters with his fly for bass; or using live minnows for bass and crappie; or the roach or worm for bream, he can be assured of a good catch, and a wondeful day amid unusual and beautiful surroundings.

GOLF

Humboldt has a 41-acre, nine-hole golf course with a five-acre woods for picnics and barbecues. Par for the course is 35, no sand hazards, all hazards being rough, bunkers or water holes. Approximately two miles from city limits of Humboldt on a concrete highway, open year round.

SWIMMING POOL

Humboldt has a well-managed swimming pool on North 18th Avenue, size 50x150 feet. City water, 225,000 gallons fills it and the water is analyzed every few days by a county health officer. The pool is surrounded by beautifully landscaped grounds. There is a barbecue pit, picnic space, drinks for sale, suits and other swimming equipment for rent.

HUMBOLDT AND ITS COMMUNITY

METROPOLIS OF GIBSON COUNTY

Fifteen miles south of longitude 36 degrees West from Greenwich and five miles east of latitude 80 degrees. The 1940 population census of Humboldt, 5,159, showed more than a 12 per cent increase due to expansion of local industry.

The near-by towns of Bells, Gadsden, Medina, Fairview, Gibson, Milan, Bradford, Trenton, Dyer and Yorkville, cooperate to make this section progressive.

NATURAL RESOURCES

FARMING

Gibson County has 633 square miles of territory and is situated on what is known as "the pleateau of West Tennessee." The soil is a dark sandy loam, and rests, for the most part, on a yellow clay subsoil. This soil is easy to resuscitate even when badly worn, for the clay subsoil is rich in chemical elements necessary to plant growth when broken up, exposed to the air and supplied with some humus. The great yields of agricultural products of the county attest to the superiority of its soils. The county is well drained by the Middle and North Forks of the Forked Deer River and the South Fork of the Obion River and their creek tributaries. There are 16 drainage canals and no threat of floods.

Gibson County and West Tennessee will mature more crops in the more than 200 frostless days than any other section of the United States. Gibson County ranks first in Tennessee in strawberries, cabbage, tomatoes, beans, lettuce, and second in cotton. Gibson County ranks very high in other crops, and in production of poultry, mules, thoroughbred milch cattle, hogs and large quantities of feedstuffs for animals. No county in the state approximates Gibson in the earnings per capita from agricultural pursuits.

The clays of Gibson County are suitable for pottery and other products.

SOIL CONSERVATION SERVICE



Administration Building, Soil Conservation Service, Humboldt, Tenn.

The activities of the Soil Conservation Service of the United States Department of Agriculture for West Tennessee are directed from the West Tennessee Area Office located at Humboldt.

The Soil Conservation Service assists soil conservation districts organized under State law in planning and applying farm programs of erosion control and improved land use; conducts soil conservation demonstration projects in cooperation with the farmers of selected areas; supervises the technical activities of C. C. C. camps assigned to erosion control and to farm drainage work; manages development of submarginal farmland purchase, and subsequent development for more beneficial uses; helps land operators in selected areas of the 17 Western States to construct and install needed water facilities; and carries on farm-forestry projects to demonstrate the value of sound woodland management. As a background to operations work on the land, the Service also conducts scientific investigations of soil conservation, irrigation and farm-drainage problems in major agricultural regions; operates a series of nurseries for the propagation and production of erosion-resistant plants; and makes surveys as a basis for planning and field operations both in soil conservation and upstream flood control.

The Area Office here in Humboldt, handles all the procurement, fiscal and routine administrative matters; supervises and directs all technical programs; formulates plans and keeps records for Work Units in West Tennessee. A Soil Conservation Service Demonstration Project, a work unit with headquarters also at Humboldt, has established with 180 cooperating farmers, a demonstration of practical methods of erosion control.

INDEX

SUBJECT—	PAGE
Altitude	3
Athletic Facilities	17
Banking	4-5
Bonded Debt	4
Building & Loan Association	5
Churches	12
Climate	3
Clubs	14
Coal Facilities	7
Colleges	14
Community Organizations	12
Electric Power	7
Farming	18
Fire Department	15
Fishing	17
Fraternal Organizations	14
Gas	7
Golf	18
Government	3
Gymnasium	13
Health Department	15-16
Hospitals	15
Hotels	16
Housing	10
Humboldt Chamber of Commerce—Executives	21
Humboldt and Its Community	18
Hunting	17
Industries—Certain Cooperation	9
Industries—Present	8-9
Industries—Types Desired	9
Job Printing Plants	15
Labor—Available	9
Lighting	4
Living Conditions—General	10
Location	3
Lodges	14
Mail Service	6
Natural Resources	18
Newspapers	15
Newspaper Service	15
Parks and Play Grounds	16
Police Department	16
Population	3
Printing Plants	15
Railroads	3-5
Recreation	17
Restaurants	10
Retail Trade	10
Sanitation	16
Schools	12-13
Service Clubs	14
Sewage	3
Sites—Industrial	9
Soil Conservation	19
Streets	3
Swimming	18
Table of Contents	2
Taxation	4
Telegraph Service	6-7
Telephone Service	6
Theatre	17
Tourist Homes	16
Trade—Retail	10
Transportation Facilities	5
Water	7
Wood Facilities	7
West Tennessee Strawberry Festival	11

Humboldt Chamber of Commerce

OFFICERS, DIRECTORS, STANDING COMMITTEES AND CHAIRMEN.

OFFICERS:

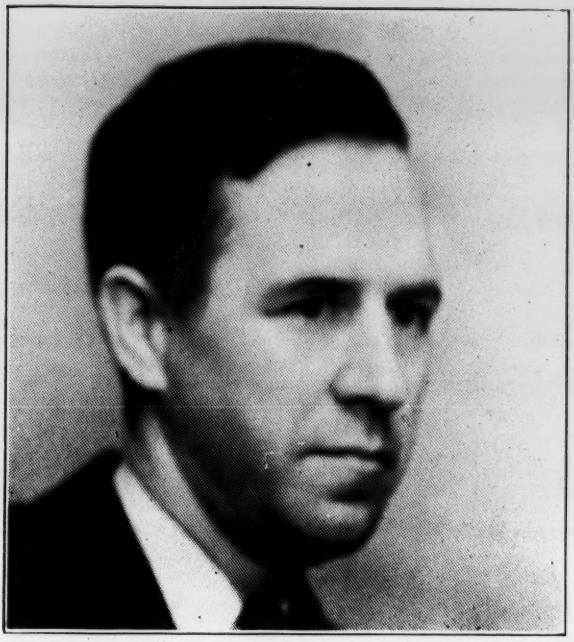
PRESIDENT ..... Carey S. Hill
VICE-PRESIDENT ..... F. W. Jacobs
SECRETARY ..... D. S. Tuttle
ASSISTANT TO SECRETARY ..... Miss Opal Newbill

DIRECTORS:

B. H. Caldwell	W. W. Hamilton	F. W. Jacobs
H. J. Kilduff	Neill Senter	J. Frank Warmath
J. D. Senter, Jr.	L. S. Adams	Dr. L. D. Nowell
John Stovall	John R. Aycock	Harold McLeary

STANDING COMMITTEES AND CHAIRMEN:

AGRICULTURE ..... W. M. Collinsworth
W. M. Stallings
ATHLETICS ..... Riley Clark
CITY BEAUTIFICATION ..... Miss Laura Foltz
LEGISLATIVE ..... L. S. Adams
MEMBERSHIP AND REVENUE ..... A. H. Williams
MUNICIPAL WELFARE AND IMPROVEMENT ..... Albert Stroud
NEW BUSINESSES AND INDUSTRIES ..... C. Don Choate
NEW RESIDENTS AND HOUSING ..... Clyde Bethshares
PUBLIC HEALTH ..... Dr. G. E. Spangler
PUBLICITY ..... C. S. Rooks
ROADS AND HIGHWAYS ..... B. H. Caldwell
RETAIL MERCHANTS DIVISION ..... Milton I. Baum
SCHOOLS ..... L. P. Wray
YOUNG PEOPLE'S WELFARE ..... F. W. Jacobs



CAREY S. HILL

President Humboldt Chamber of Commerce

Mr. Industrialist:

If you are contemplating locating a new industrial plant, or re-locating an old one, Humboldt, Tennessee, has many advantages to offer you.

We have ideal sites for a number of manufacturing plants; good transportation facilities, both as to rail and truck transportation, comparatively low taxes, plenty of electric power at economical rates, abundant labor of the best type, and above all a hearty spirit of welcome and cooperation.

Humboldt is a little city of 5,159 population with excellent public improvements and cultural advantages. There are good schools, splendid churches, excellent government, healthful surroundings and a low death rate.

The climate of Western Tennessee is a delightful temperate climate. We have enough winter to destroy germs and mellow our soils without severity. We have enough warm summer weather to induce large yields of agricultural products, without the intense heat known in many points both north and south of us.

The evidence of the above statements is to be found abundantly in the success of the manufacturing concerns now located here.

We have an annual rainfall of approximately 46 inches, and so no "dust bowl" or other climatic worries.

The county in which Humboldt is situated is one of the outstanding agricultural counties of America; first in Tennessee and one of the leading counties in the nation of the number and value of its commercial crops.

You will find active cooperation and friendly interest if you come to this city.

INDUSTRIAL SURVEY

Humboldt, Tennessee.

Compiled by the

HUMBOLDT CHAMBER OF COMMERCE

No copies
12/11/43

Milan & Humboldt, Tenn.

Homes Registration Office: Mr. R. C. Thompson,
Secretary, Chamber of Commerce
Milan, Tennessee

Rents: A survey of rental changes made by WPA in Humboldt, Medina and Milan, Tennessee revealed that the average rent paid in white neighborhoods in March 1940 had been $12.62 compared with $17.85 for the same rental units in June 1941. The averages in Negro neighborhoods were $6.64 and $8.37, respectively, for the two periods. Average rents for all rental units in June 1941 were $19.39 in white neighborhoods and $9.11 in Negro neighborhoods. Frequency and average amounts of rent increases were high where (1) the occupants had changed or (2) the landlord had made changes in the structure or in conveniences included in the rent. Rent increases occurred more frequently and were greater in average amount in white neighborhoods than in Negro sections of the three places.

Milan & Humboldt, Tenn.

School Addition Approved as of Nov. 4, 1941: Estimated Cost $26,200; Grants $8,200; Applicants Funds $18,000. Calls for construction of an addition and for alterations to the Milan High School. - Milan

Estimated Cost $13,143; Grants $4,143; Applicants' Funds $9,000. Calls for construction of a 4-room addition, including equipment, to the present Negro combination high and elementary school. Due to defense activities at the Wolf Creek Ordnance Plant and the Ammunition Depot there are many more Negro workers in the area and the project is necessary to provide educational facilities for the children of these defense workers. - Milan

Estimated Cost $50,750; Federal Construction $50,750. The project calls for the construction of a junior high school with cafeteria, including necessary equipment. - Humboldt

Estimated Cost $72,000; Federal Construction $72,000. The project calls for the construction and

Milan & Humboldt, Tenn.

Equipment of an 8-classroom school building including a small assembly room and cafeteria.- Milan.

Milan:
Sewerage Facilities approved as of Nov. 4, 1941: Estimated cost $ 225,500; Loan $90,000; Grant $135,500. The project calls for the construction of extensions, additions and improvements to the sanitary sewer system, including the acquisition of the necessary land.

Milan: - Waterworks approved. Est. cost $176,000.00, Loan 106,000.00 Grant 70,000.00. For extensions & additions to municipal system, water treatment plant, etc.

February 1942

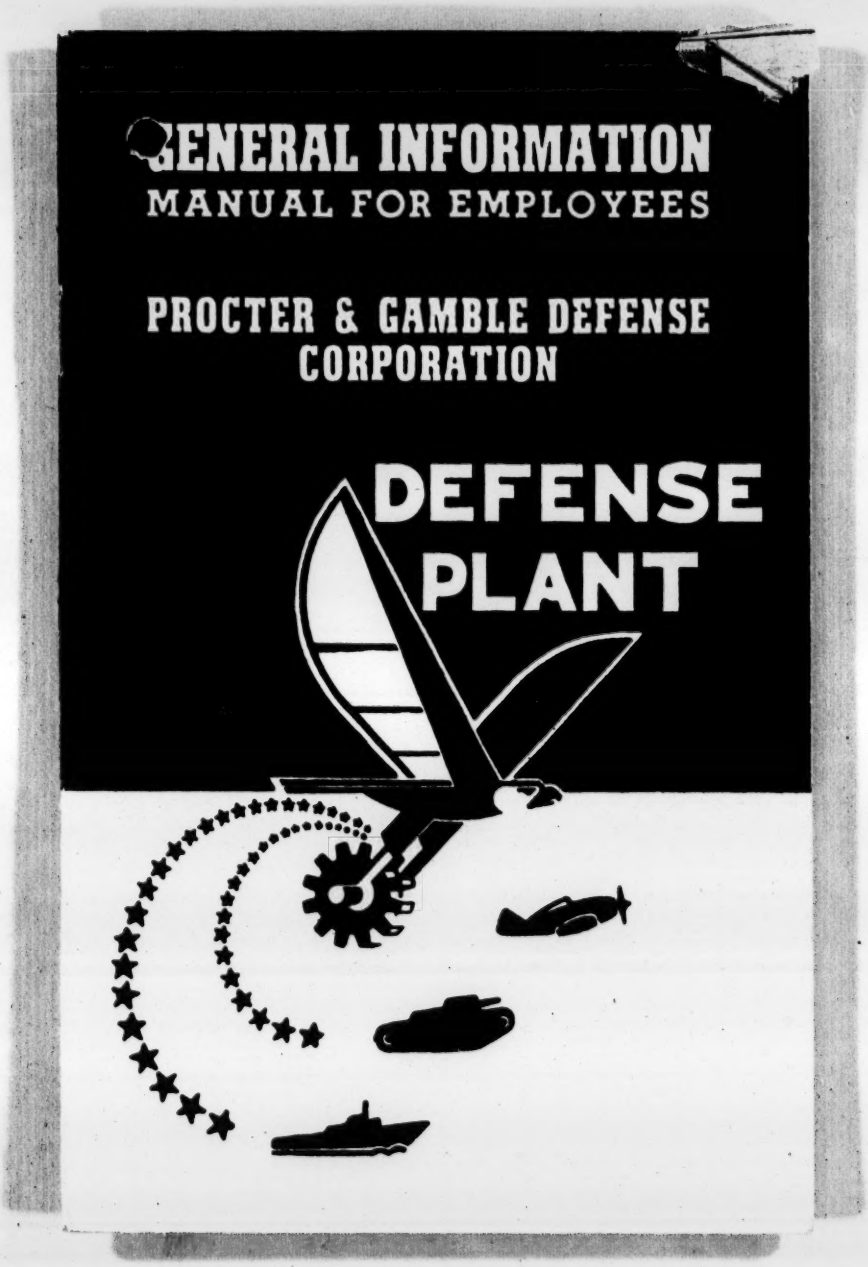
INDUSTRIES IN JACKSON AND VICINITY

NAME	PRODUCTS
American Creosote Works	creosoted lumber
Ashby Veneer & Lumber Co.	Rotary veneer, hampers, crates, small wood products
Beare Ice & Coal Co.	ice
Bedna Young Lumber Co.	saw mill, hardwood
Bemis Brother Bag Co.	cotton bagging
Budde & Weis Mfg. Co.	bank, store, school and church furn.
Capps Casket Co.	caskets
W. H. Coleman Co.	barrel headings, handles
Hanson Coffee Co.	coffee
Harlan-Morris Mfg. Co.	wood handles
Heathcock-Rush Machine Works	gasoline engines, foundry products
Independent Oil Mill, Inc.	cotton seed products(meal, hulls, oil)
Jackson Clay Products Co.	brick
Jackson Cotton Oil Mill	cotton seed products(meal, hulls, oil)
Jackson Cooperage Co.	barrels and barrel headings
Jackson Broom & Mop Co.	brooms and mops
Jackson Ice & Coal Co.	ice
Jackson Marble & Granite Works	monuments
Jackson Packing Co.	beef, pork and lamb meat products
Jackson Saw Mill Co.	hardwood
Kirby-Williams Steel Works	steel bridges and trusses
Lawrence Mill & Elevator Co.	feed, meal and flour
Midwest Dairy Products Co.	ice cream, cheese, pasteurized milk
Miller and Co.	hardwood
Model Mill Co.	feed, meal and flour
Morgan Lumber Co.	small wood products(s[illegible]s, dowel pins)
Piggly Wiggly Corporation	fixtures for Piggly [illegible] Stores, and Kroger Stores
Wood Mosaic Co.	lumber
Colonial Baking Co.	bread and pas[illegible]

CONCRETE PRODUCTS Co. Con[illegible]S -

GENERAL INFORMATION
MANUAL FOR EMPLOYEES

PROCTER & GAMBLE DEFENSE CORPORATION



The Employee's Part in National Defense

Each employee of the Wolf Creek Ordnance Plant has been selected to perform a job that is very necessary to the defense of this country. How well he learns to do his work will determine to a great extent how well he is doing his part in the job ahead of this country.

Although employees do not wear the uniform of the Army, each is a "Production Soldier" upon whom the regular Army depends for supply of defensive materials. To insure a continued supply of materials to the Army, it is the job of the "Production Soldier" to work according to directions so his safety and that of other employees will be assured and no work stoppages will occur.

The Procter & Gamble Defense Corporation

The Procter & Gamble Defense Corporation is under contract to the United States War Department to operate the Wolf Creek Ordnance Plant for the purpose of loading shells. The Ordnance Department, which is the division of the U. S. Army concerned with supplying munitions to the Army, maintains a staff in the plant for the purpose of inspection of operations and finished product.

Wolf Creek Ordnance Plant

The Wolf Creek Ordnance Plant is divided into operating units, called lines, which consist of a number of buildings in a fenced section of the plant in which closely related operations are performed. The remainder of the plant is divided into areas, such as the Administration Area, the Storage Area, and the Shop Area. The lines are concerned with the actual

loading of shells, and the various parts, while th areas act as service groups to the production lines.

Wages

It is the policy of the Procter & Gamble Defense Corporation to pay wages which are equal to or above the rates in surrounding towns for jobs which require similar ability or skill.

Most jobs have step-rates which provide for increased wages upon improvement in skill, and for varying working conditions.

Any questions about the way in which pay is calculated or the amount of any pay check should be taken up promptly with the foreman, who will explain how the amount is determined or see that any error is corrected, should there be one.

Promotions

Promotions will be based on the relative merit and efficiency of the employee and the progress he has made in attaining skill in performing his job. Wherever possible when an employee has reached the top rate for his job and has the ability and skill to perform a job bearing a higher rate, he will be transferred when an opening occurs in the higher paid job. Due consideration will be given to length of service when employees have equal ability.

Terminations

All terminations are subject to review by the Personnel Department. Should any employee feel that he would like to discuss the basis of his termination with the Personnel Department, it is his privilege to do so. In any case of dispute concerning termina-

tion, the case will be reviewed by the General Manufacturing Manager.

Quality Standards

The products of the plant will be subject to inspection by both Procter & Gamble Defense Corporation employees and by members of the Ordnance Department. Poor workmanship means poor quality and the rejection of the finished product.

The Procter & Gamble Defense Corporation maintains high quality standards and expects each employee to aid in keeping these standards at a high level. Cleanliness and orderliness of each employee's work place are important factors in guarding quality. Each employee should make it his personal responsibility to see that every part of his job is done with the idea of achieving and protecting quality so that no defective materials will leave the lines. This is especially important as the safety and lives of the men in the Army who use these materials depend upon good workmanship.

Safety and Health

The operation of an ordnance plant need not be a dangerous job. The characteristics of each material are known and all necessary protective equipment has been supplied. Operating procedures have been set up to insure operation in the safest possible manner. These procedures must be followed without fail to insure the safety of all employees. *Violations of safety rules will be a cause of discharge.*

A fully equipped hospital is maintained in the Administration Area, where employees may receive treatment for injuries and discuss any medical problems

with the doctor. First aid rooms are maintained in the lines and areas where minor injuries *only* may be treated.

Rules for Employees

The rules listed below are considered absolutely necessary to the safe and efficient operation of the plant. As a condition of employment, all employees shall observe the rules and regulations of the Plant. Attention of all employees is called to the rules listed below, as violation will be considered a cause for discharge. If these rules are not completely clear, foremen will explain them.

1. *Working Time*

   All employees must be at their respective places of work at the scheduled starting time and shall remain at work there until the scheduled stopping time except when instructed or permitted by foremen to leave. Starting and stopping times and hours of work will be posted throughout the plant.

2. *Absences*

   No employee, except in cases of sickness or emergency, shall be absent from work without the permission of his foreman. Employees who are unable to report for work because of sickness or emergency shall notify the Personnel Department at once.

3. *Time Clocks*

   Hourly rate employees must punch in and out as instructed by their foremen. No employee may punch in and out for anyone else.

4. *Straight Time Employees*

Straight time employees will report for work and leave at the time designated.

5. *Admission to Plant Property*

Admission to Plant property will be by means of a picture-type identification badge. Employees will not be admitted to the plant without the badge except by thorough process of identification. Any time lost because of failure to have badge will not be compensated. While on Plant property, the badge must be worn on the upper left hand portion of employee's clothing. Loss of badge must be reported immediately to the Personnel Department.

6. *Presence on Plant Property*

Except for a reasonable time before and after scheduled work periods, employees shall not be permitted on Plant premises without specific permission from the foreman. A special pass will be necessary to enter the plant after regular working hours.

7. *Conduct*

The use of abusive or threatening language, fighting and horseplay are not allowed. Insubordination will not be tolerated.

8. *Visiting other Lines or Areas*

Employees shall not visit other departments, lines, or areas other than those in which they are employed, except on official business and with

the permission of their foremen. Employees shall not disturb or interfere with employees of their own department.

9. *Intoxication*

Employees will not be permitted to work while under the influence of liquor. Employees reporting to work in an unfit condition as a result of drinking will not be permitted to work.

10. *Smoking*

Smoking will be permitted only where specific notices are posted. The carrying of matches will not be permitted within the operating area fences.

11. *Products and Property*

All materials, buildings, and equipment are the property of the U. S. Government. Any employee damaging or defacing such property in any way is subject to penalties provided by law for such offenses. Employees shall not remove any products or materials from the property without authorization of the Commanding Officer.

12. *Bulletin Boards*

No employee shall post notices on Plant bulletin boards without permission of the Personnel Department.

13. *Outside Business*

There shall be no soliciting of memberships, pledges, or subscriptions, or collecting money or circulating petitions, or conducting any other out-

side business on Plant property without the permission of the General Manufacturing Manager.

14. *Safety and Health*

Employees shall obey the safe practices and health precautions of the plant and the line, area, or department in which they work.

Plant Safety

Safety is a matter of good working habits and can be assured only when each employee learns how to do his job correctly and never varies from the correct procedure. There is no job which needs to be done at a speed which is unsafe, nor is it necessary to take chances or short cuts. In the Plant operations, the results of haste and short cuts can be disastrous. For this reason **THE PLANT INSISTS UPON SAFE OPERATION.**

The Ordnance Department has prepared a manual covering all known hazards in Ordnance Plants. The provisions of this manual will apply at all times at the Wolf Creek Ordnance Plant. Your foreman will make the Ordnance Safety Manual available to you upon request.

Following is a list of general plant safety regulations which *all* employees are expected to follow. In addition to these rules, each line, area, or department will have specific job safe practices.

When necessary, additional regulations will be posted on Bulletin Boards. Employees should check Bulletin Boards for safety and other notices.

Plant Safety Regulations

1. The following articles must *not* be brought into the plant at any time.
   a. Matches of any type will not be permitted within the operating area fences.
   b. Firearms and other weapons.
   c. Intoxicating liquors of any kind.
   d. Cameras.

2. Frequent searches will be made by guards of automobiles, clothing, lunch boxes, and lockers for forbidden articles.

3. No person, unless authorized, will be permitted to enter or remain in any magazine or explosive area.

4. Employees are allowed in explosive and magazine areas and buildings only at such times as their duties require.

5. Employees must leave the plant by the same gate the plant was entered.

6. All work on hazardous materials or in hazardous locations must be stopped during an electrical storm. All employees in an explosive or magazine area must leave immediately for the bombproof or other safe place as instructed by the foreman.

7. **MATCHES, LIGHTERS, CAPS, DETONATORS, SQUIBS, FIREARMS, AND OTHER FLAME-PRODUCING DEVICES MUST NOT BE CARRIED INTO**

POSTED AREAS, EXCEPT BY WRITTEN ORDER.

8. **SMOKING IS NOT PERMITTED IN ANY BUILDING OR MAGAZINE IN WHICH THERE ARE EXPLOSIVES OR AMMUNITION. THE FOREMAN WILL TELL EMPLOYEES WHERE AND WHEN SMOKING IS PERMITTED. NEVER SMOKE WHEN WEARING THE CLOTHES WHICH HAVE CONTACTED EXPLOSIVES OR OTHER DANGEROUS MATERIALS.**

9. Special safety uniforms and shoes approved for working with explosives, must be worn by employees handling explosives in explosive or magazine areas. All safety uniforms must be washed at the plant laundry. Safety uniforms must be kept in a separate place from street clothes.

10. Lunches will be eaten only in the rooms provided for the purpose. Employees must wash hands thoroughly before eating.

11. Fire fighting equipment is to be used for fighting fires only under direct supervision of the foreman or Fire Department.

12. Safety lights and hand lamps only are permitted in explosive or magazine areas. Authorization must be secured to use any other type of portable light.

13. Non-sparking tools only must be used for work in any building or magazine containing explosives.

14. Keep all machinery guards in place while machinery is operating. Replace all guards and test machinery before beginning operations after repairs or cleaning.

15. Shut off power by pulling electrical switch before cleaning, adjusting, or making repairs to machinery or equipment.

16. Keep aisles, passageways, and safety exits clear at all times. Remove bars from safety doors before beginning operations.

17. Lock doors on magazines when not working in the magazines.

18. Close doors and windows to all buildings in which there are explosives when trucks are being placed.

19. Report at once to your foreman any unsafe condition you may find. Do not operate any equipment unless you know it is in good working order.

20. Stop operations at once if any foreign substance is found in explosive material. Report condition to your foreman at once.

21. Clean all grit and dirt from shoes before entering buildings containing explosives sensitive to detonation by spark.

22. When work is being done in, around, or near magazines containing explosives, two fire extinguishers must be on hand, ready for use.

23. No employee may work alone in an area which

is isolated from other employees while he is handling dangerous materials.

24. **ALL INJURIES, NO MATTER HOW SLIGHT, MUST RECEIVE IMMEDIATE FIRST AID. WHENEVER INJURED, REPORT AT ONCE TO YOUR FOREMAN.**

Driving Regulations:

1. All vehicles brought into the plant must have proper light, brakes, horn, rear-vision mirror, windshield wiper, and speedometer. Drivers must have proper state or government licenses. Vehicles of *Procter & Gamble Defense Corporation* and *Ordnance Department* personnel must have Wolf Creek Ordnance Plant License tags.

2. The speed limit within the plant area is 35 M.P.H. unless a lower limit is posted. Speed must be reduced in congested areas.

3. Reckless driving of any type is prohibited. (A charge of reckless driving may be placed against a driver even though the speed limit is not exceeded.)

4. All vehicles must be brought to a *full stop* at all stop signs.

5. Passing is prohibited on hills and curves where there is not a clear view of 500 feet, and at all railroad crossings and road intersections.

6. The following hand signals must be used:
   Left Turn—left hand straight out.
   Right Turn—left hand pointing up.
   Stop—left hand pointing down.
   Backing—left hand waving backwards.

7. Left turns must be made from a position *immediately to the right of the center of the road.*

8. All vehicles must be parked in the space provided and restricted areas must be respected. Parking on the paved surface of the highway is prohibited.

9. Lights must be set on low beam only while driving at night when traffic is approaching from the opposite direction.

10. Driving privately-owned vehicles into restricted areas is prohibited.

11. Automobiles must not carry more passengers than their specified capacity.

12. Carrying passengers on running boards and other parts of vehicles outside of the body of the vehicle is prohibited.

13. Trucks loaded with explosives will carry red warning flags in front and a danger sign on the rear. These trucks must be given the right-of-way over all other non-emergency vehicles.

14. Road maintenance equipment will have the right-of-way over non-emergency vehicles, excepting trucks carrying explosives.

15. Emergency vehicles (fire, guard, and ambulance) will sound sirens when on emergency runs. All other vehicles will pull to the side of the road and come to a full stop until the emergency vehicle has passed. Following an emergency vehicle at a distance less than 500 feet is prohibited.

16. All accidents involving property damage but no personal injury must be reported to the Guard Headquarters within 24 hours. All accidents involving injury to any person must be reported to the Guard Headquarters immediately.

FAILURE TO COMPLY WITH THE ABOVE REGULATIONS WILL BE A CAUSE FOR DISMISSAL OR FOR LOSS OF DRIVING RIGHTS ON PLANT PROPERTY.

Fire Fighting

Employees belonging to the fire fighting crews will fight fires of a serious nature only under the direction of the foremen. All other employees will leave the buildings immediately. In case of small, *non-hazardous* fires, employees are expected to attempt to extinguish fire with hand extinguishers until relieved by the regular fire fighting crews.

Each line has an alarm for fire and other emergencies. At the sound of this alarm, all employees must leave immediately for the bomb shelter or other designated place of safety, as instructed by the foremen.

Fire Fighting Numeral Signs

1. (a) With the object of preventing unnecessary hazard in case of a fire, buildings on the plant and local freight cars will be marked with a reflectorized symbol. This symbol, for fire fighting purposes, indicates the classes of material in the building. Employees should follow the instructions below:

Safety Symbol	General Fire Fighting Procedure
1	Some hazard may be expected from fires of this type. An attempt should be made to bring such fires under control.
2	An attempt should be made to put fire out. If this is impossible, the building should be abandoned, and efforts made to prevent the spread of fire. Employees should seek any cover available while fighting fire.
3	If a fire occurs in a magazine area, or an operating area during non-working hours, no effort will be made to fight the fire in the building involved, all fire fighting operations being conducted with a view of preventing the spread of the fire to other buildings. If a fire occurs in an operating area during working hours, the building will be immediately evacuated. The foremen will then exercise judgment as to whether fire fighting is to be attempted. If he con-

siders this impracticable, he will confine his efforts to protecting other buildings.

4 Every effort will be made to prevent fire from reaching this class of material. If this cannot be done, the fire fighting forces will withdraw to a distance of 500 feet, take cover, and limit their operations to preventing the spread of fire. Fire engines and other apparatus will be brought not closer than 1,000 feet to the scene of the fire.

Services for Employees

The facilities described below are provided for the convenience of employees. Any suggestions for improvement will be welcome.

1. *Parking Lots*

   Each line or area will be provided with parking lots for the use of employees driving to work. The Plant will take precautions for the protection of automobiles, but cannot assume any responsibility for the damage or loss to automobiles or property.

2. *Cafeteria and Lunch Rooms*

   The Plant operates a cafeteria in the Administration Area and provides lunch rooms in the various line and area change houses. Food is sold at cost, but no one is under obligation to buy anything if he prefers to bring his own lunch.

3. *Recreation*

Recreation and social facilities are provided in the building housing the cafeteria and in the dormitories. Facilities for outdoor athletics will be available.

Arrangements for the use of these facilities for special events may be made by consulting the Personnel Department.

The Corporation's interest in recreational programs is limited to assisting in the development of activities in which the employee group is interested and wishes to support.

4. *Dormitories*

Dormitories with limited facilities are provided as living quarters for men who wish to live on the premises. Rent is set according to the operating cost of the dormitories. Application for a room in the dormitories may be filed at the dormitory office.

5. *Locker Rooms*

Locker rooms are provided for each line or area. Each employee will have an individual locker, and, in the case of the employees who are required to wear special clothing, two lockers will be provided.

6. *Special Clothing and Safety Shoes*

Special clothing will be required for employees working in specific lines or areas. These will be obtained at the time of employment and must be

worn before the employee is permitted to work. Any replacements should be arranged through the foremen.

The Plant maintains a laundry for regular washing of special clothing.

GENERAL INFORMATION

Change of Address

It is important that the Plant has your correct address and telephone number. Any changes should be reported to the Personnel Department immediately.

Bulletin Boards

Bulletin boards will carry information for employees and official announcements. Employees should read the material posted to keep informed of changes affecting them.

Lost and Found

Articles lost and found should be reported to the Personnel Department.

Plant Guards

The Plant provides an adequate force of guards for the protection of employees and plant property. It is requested that all employees cooperate to the fullest extent with members of the Guard Department.

It is the duty of the Guards to require all employees to identify themselves when entering and leaving the plant. All packages must also be inspected.

Personal Telephone Calls

In cases of emergency or other important matters, employees may be reached by telephoning the Personnel Department, which will deliver the message. Plant telephones are limited to use for official business.

Visitors

Visitors, upon proper identification, are permitted to visit employees who are off duty and live in the dormitories, provided visiting hours are respected.

No visitors are permitted to enter other sections of plant property except on official business.

Warning

Because of the nature and importance of the work being done at the Wolf Creek Ordnance Plant, sabotage is always a serious danger.

For employees' own safety, it is requested that employees *do not discuss plant layout, operations, or any of the regulations* while off duty, and should promptly report to foreman or guard any unusual or suspicious occurrence.

WELCOME TO JACKSON, TENNESSEE

"The Hub of West Tennessee"

The Chamber of Commerce extends you a cordial welcome to Jackson. To help us get acquainted will you give us the information requested below?

Name_____

Address_____

Moving here from_____ State_____

Business_____

Employed by_____

Married_____ No. Children_____ Single_____

Business Phone No._____ Residence Phone No._____

Church affiliation_____

Fraternal orders_____ Civic Clubs_____

Remarks:_____

_____

If the Chamber of Commerce can be of assistance to you, please do not hesitate to call on us. Holland Building. Phone 4210.

McCOWAT-MERCER, JACKSON, TENN. 121011

★

Jackson

CHAMBER of COMMERCE



TOGETHER WE ARE MAKING A

Better and More Prosperous

JACKSON

AND

WEST TENNESSEE

The

JACKSON CHAMBER of COMMERCE

OFFICERS

J. M. PHILLIPS
PRESIDENT

JACK CECIL
VICE-PRESIDENT

SAM LAWRENCE
VICE-PRESIDENT

HUGH A. SAWYER
SECRETARY

HARRIS BROWN
NATIONAL COUNCILOR

DIRECTORS

R. L. BEARE, JR.
HARRIS BROWN
F. B. CALDWELL
JACK CECIL
J. V. CLEMMONS
JAMES DIFFEE
Q. D. EDMONDS
WM. HOLLAND, JR.
L. P. JACKSON
TOM LAWLER
SAM LAWRENCE
W. P. MOSS
LOUIS NATHAN
J. M. PHILLIPS
CARL VINEYARD

Hello!

This is... Jim Phillips

calling to your attention

The

ACTIVITIES

And

ACCOMPLISHMENTS

of the

Jackson

CHAMBER of COMMERCE

1940



JACKSON IS GROWING

ANNUAL REPORT, 1940

(February, 1940-February, 1941)

One year ago the business, professional and manufacturing interests of Jackson and vicinity elected me the President of our Chamber of Commerce. As is the custom, it is now my duty and pleasure to review with you briefly the activities and accomplishments which have resulted from the past year's work of this organization.

No individual firm or corporation can organize a civic enterprise and carry it to successful conclusion singlehanded. We know from experience in Jackson that such work requires the co-operation of all interests such as can be obtained only through the Chamber of Commerce.

Business interests in Jackson must continue to promote projects which mean the commercial development of our City and rich West Tennessee section, and there is every evidence that the policy of working together through our Chamber of Commerce is a permanent process in this community.

The activity I refer to in this Report is the combined effort of the office personnel, the Board of Directors, the special committees and the membership in general during 1940.

I wish to publicly give recognition to The Jackson Sun for the splendid co-operation and assistance they have been on all projects affecting Jackson and West Tennessee, not only during 1940 but through the other years as well. It is impossible to put a dollars and cents value on this assistance but we all know that our task would have been literally impossible without it.

Just one of the services of The Jackson Sun during 1940 was the full page ads concerning a better understanding of business. The paper donated this space, thereby bringing to the attention of the reading public the truth in the statement that "WHAT HELPS BUSINESS HELPS YOU."

1940 was another year in a series which saw friendly co-operation and mutual assistance between organized business (the Chamber of Commerce) and organized labor (the Trades and Labor Council). Leaders of business and labor in Jackson know that they have a common interest in promoting the commercial advancement and development of this City and section.

The Chamber of Commerce co-operated with officials charged with taking the 1940 Census and thereby helped to present an accurate accounting of our population.

On May 8, 1940, the CCC Central Repair Shop began operation here. The Jackson Chamber of Commerce carried on a campaign to raise the necessary funds to purchase the site of this Federal Agency which resulted in it being located here.

The cost of the building alone was $44,300 and, at present, twenty-seven skilled mechanics are permanently employed there.

In the immediate vicinity of the Central Repair Shop sixteen new residences have been built to date and more are being planned.

The cost of the land which was deeded to the State of Tennessee was $1,000 and the City of Jackson and Madison County contributed $250 each toward the purchase fund.

The Central Repair Shops service motor equipment of CCC Camps located in West Tennessee, North Mississippi and North Alabama.

ARE YOU A BOOSTER?

Jackson's AIRPORT



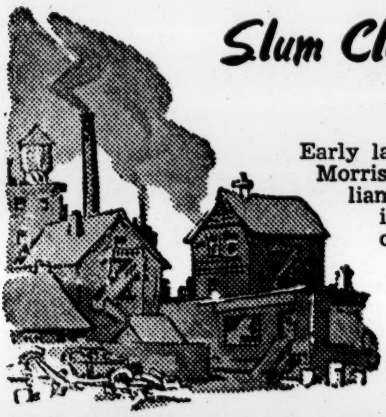
One of the major projects of the Chamber of Commerce was realized during 1940. For several years, this body had advocated an adequate airport facility for Jackson. The Chamber of Commerce through its every resource backed to successful conclusion the bond election of the City of Jackson and Madison County, which resulted in the issuance of $60,000 in bonds by Jackson and Madison County. Before the bond election the Chamber of Commerce arranged for a week of nightly radio addresses pointing out the value of an airport to our City and section.

At the present time the Jackson-Madison County Municipal Airport is under construction four and one-half miles west of the city on U. S. Highway No. 70. A conservative estimate indicates that approximately one-half million dollars will be spent on this Airport by Jackson, Madison County, the Works Progress Administration, the Civil Aeronautics Administration and the Tennessee Bureau of Aeronautics.

When completed this airport will carry a Class III classification, and be complete with paved runways, a modern hangar, field and beacon lights and other facilities which make up a modern air terminal.

The Chamber of Commerce is continuing to promote airmail and air passenger service for our city in order to fully utilize our new airport upon its completion.

Slum Clearance PROJECTS...



Early last year, a special committee, composed of Mack Morris, chairman; A. U. Taylor, Dave McCutcheon, William Hanafee, Billy Parham, Dr. Jack Thompson, Ewing Griffin, Oliver Benton, and Hugh Sawyer, called on the City Commission and pointed out the need of a slum clearance project for our city. Today, as we all know, there is under construction here two complete slum clearance units, Allenton Heights for white people and Mary Lane Courts for Negroes.

At present, the Chamber of Commerce is cooperating with the Jackson Housing Authority and our city officials in an effort to secure a National Defense Housing Project for our City. A recent survey shows that an additional 1,900 dwelling units are badly needed here.

The two housing units now under construction in Jackson will involve an expenditure of approximately $700,000 and it is hoped that Jackson will secure approximately $1,000,000 additional for the National Defense Housing Project.

During 1940 the Jackson Chamber of Commerce effectively demonstrated the desire on the part of Jackson business people to be good neighbors with their West Tennessee friends. Good Will visits under the sponsorship of the Trade Relations Division of the organization were made to the communities of Greenfield, Lexington, Paris and Union City. The program on these visits consisted of a speaker from

Jackson and a crackerjack troop of entertainers. These Good Will trips are now a part of the established activity of the Trade Relations Division, and their value to our City cannot be estimated.

A project which resulted in several thousands of dollars spent in our local business institutions and favorable publicity and advertising for the city of Jackson was the work of the Chamber of Commerce in arranging for meals and quarters for the many soldiers in the National Guard and Regular Army which passed through Jackson last year to and from the war games in Louisiana.

WOLF CREEK ORDNANCE PROJECT

The Chamber of Commerce was able to furnish statistical data and other information to Army Ordnance Engineers in connection with the location near Milan of the Army Wolf Creek Ordnance Project.

This huge project is now under construction by the H. K. Ferguson Construction Company of Cleveland, Ohio, and the Oman Construction Company of Nashville, Tennessee. The contractors estimate that between eight and ten thousand persons will be employed on this construction project, and that construction costs will run into the millions of dollars.

When completed, the project will be operated by the Proctor & Gamble Defense Corporation and will be both a shell loading and shell storage plant.

In co-operation with the Jackson Sun, the Chamber of Commerce has extended every facility within its scope to house employees connected with the shell plant by conducting a detailed survey of available houses, rooms and apartments in Jackson and vicinity. A majority of the officials of the Ferguson-Oman Company and also of the Proctor & Gamble Corporation have made their homes in or near our city.

The Board of Directors of the Chamber of Commerce has passed resolutions and sent representatives to Railroad and Public Utilities Commission hearings and otherwise assisted the Jackson Transportation Company in establishing bus service between Jackson and Bemis and Jackson and the Country Club.

The Chamber of Commerce is also co-operating with the Jackson Transportation Company concerning its application now before the Railroad and Public Utilities Commission to operate buses to and from the Wolf Creek Ordnance Project.

On April 2, 1940, the organization sponsored an address here by L. P. Dickie, Manager, Southeastern Division of Chamber of Commerce of the United States, entitled "New Trends in Chamber of Commerce Procedure." This timely address having to do with how the local Chamber of Commerce can best serve agriculture, manufacturing and retailing was well received by the many Jacksonians who attended this meeting.

On April 14, 1940, the Chamber of Commerce co-operated with the Memphis Chamber of Commerce at a "Know Your Neighbor" banquet served at the New Southern Hotel here. This meeting was attended by approximately 200 citizens from Memphis and Jackson. Glenn Dillon served as chairman of the welcoming committee which met the train and escorted our Memphis visitors to and from the hotel.

The organization arranged for an illustrative address by Dr. L. F. Livingston, Manager, Agricultural Extension Division of the E. I. du Point de Nemours Company, before a joint meeting of this organization and the quarterly session of the Madison County Farm Bureau. Dr. Livingston's address concerned the value of research in agriculture and was well received.

1940 was another banner convention year for our city. Seven thousand six hundred fifty-seven delegates attended district, state and national meetings at the New Southern Hotel here. The money this large number of people spent found its way into all channels of trade and in a sense stimulated our business activity in much the same manner as a new payroll.

With the hotel at the present time taxed to capacity a large portion of every week, some conventions scheduled for 1941 will have to be postponed. However, the securing of conventions will continue to be an important part of the work of the Chamber of Commerce.

Last fall, Adjutant General Frazier of Tennessee announced that the state would secure another National Guard Medical Unit. The Chamber of Commerce co-operated with the city officials, civic clubs and National Guard officers in obtaining this Medical Unit for Jackson. As we all know, this unit is at present serving with the Regular Army at Fort Jackson with numerous other National Guardsmen from this city.

HELP GET NEW MEMBERS

In 1940, the Chamber of Commerce sponsored for the first time the West Tennessee Band Contest which was held in Jackson. The organization awarded placques and pins to the winners in the various contests, which had a total cash value of $104.23. This Band Contest is an annual event and we hope to bring them back to Jackson regularly.

On May 13, 1940, the Trade Relations Division of the Chamber of Commerce was host to the city's manufacturers at a banquet in the New Southern Hotel. This banquet resulted in a friendlier relationship between the members of the Trade Relations Division and the local manufacturers. The principal speaker was Mr. Anderson Pace, General Industrial Agent for the Illinois Central Railroad Company.

Again demonstrating our co-operation and friendship with our West Tennessee neighbors, the organization assisted the town of Lexington in organizing a Chamber of Commerce during the past year. The meeting in Lexington which resulted in the organization of the Lexington Chamber of Commerce was attended by Hugh Sawyer and Harris Brown.

Because we are interested in a healthier Jackson, the Chamber of Commerce carried on a campaign during the past year concerning more universal use of the city's garbage collection service. The special committee headed by Bond Wilkinson, Chairman, which studied this condition, is convinced that the collection of garbage in the residential sections by itinerant, irresponsible persons is a serious menace to our city's health. This condition also undoubtedly increases the rat population of Jackson. According to City Commissioner Perry Callahan, the health and sanitation committee of the Chamber of Commerce through its campaign for wider use of the city's garbage collection service, has been instrumental in more than doubling the number of customers for the city's service.

Through our highway committee the organization has been active during the year in agitating the improvement of the several highways serving Jackson. This committee worked with communities in Texas, Arkansas and Tennessee in organizing the Central Division of the Broadway of America. The first president of this new organization is Albert Noe, Jr., and the secretary is Hugh Sawyer. The present big project of this highway organization is to secure federal funds for the improvement of this section of the Broadway of America between Tennessee and Texas which is also known in military circles as military highway No. 7. We believe that for national defense reasons alone this improvement is warranted.

Last July 23rd to 25th the Chamber of Commerce co-operated with and assisted the West Tennessee Experiment Station in entertaining the two-day meeting of the West Tennessee Farmers' and Homemakers' Institute. The Merchants Division of the Chamber of Commerce put on a four-day selling event known as "Farmer's Value Days" in connection with this farm meeting.

In an effort to secure additional business for the manufacturers of Jackson and vicinity, the Chamber of Commerce has listed the names of these industries and the products they make with the procurement officers of the Army, Navy and Marine Corps. The office also receives lists of materials wanted by these three branches of our armed service and the items wanted which are made here are brought to the attention of the manufacturers concerned.

A Chamber of Commerce committee worked out successfully the conflicting dates of the Mid-South Fair at Memphis and the West Tennessee District Fair here. The agreement permitted our local fair to continue to show on its established date of the second week in September with the Mid-South Fair agreeing to take another date.

At last year's West Tennessee District Fair members of the Trade Relations Division of the Chamber of Commerce entered into a spirited auction sale of prize 4-H Club hogs. Because of this interest, the hogs sold brought a record price. The 4-H Club boys registered in this area were thereby encouraged in their hog production project and this participation in their annual sale at the fair is scheduled to be an annual event.

Jackson is proud of the progress of its transportation systems and on October 26, 1940, a committee composed of Jack Cecil, J. V. Clemons, James Diffee, W. C. Hanafee, Seale Johnson, Hugh Sawyer, John Wisdom, Ray Wisdom and Carl Vineyard made the first official run on the trip south of the New Gulf Coast Rebel. The officers of the railroad and this committee were met by a welcoming delegation of the Mobile Chamber of Commerce and this pleasant trip will be remembered by the participants

for a long time to come. While in Mobile, the committee was the guests of President I. B. Tigrett of the Gulf, Mobile and Ohio Railroad on the yacht, "Sea Rebel."

Last December 18th, the City of Miami, new luxury streamliner of the Illinois Central Railroad Company, made its maiden run through Jackson on its way south from Chicago to Miami. This train was met at Union Station by a large delegation of the Chamber of Commerce who were shown through the streamliner by officers of the Illinois Central.

The organization during the year again co-operated with the Jackson Exchange Club in a city-wide "clean up, paint up campaign."

Under the sponsorship of the Trade Relations Division, the Solicitations Committee of the organization has been active during 1940 protecting Jackson merchants and business people from unworthy and unscrupulous people and from unprofitable advertising schemes. One of the major accomplishments was the organization of a co-operative advertising fund. The members of this fund take joint space in festival catalogues, college annuals, etc., thereby caring for this obligation at about one-tenth of the former cost. This committee has been active during the year in seeing that itinerant merchants and peddlers are licensed by the city and county.

The Chamber of Commerce assisted the local Business and Professional Woman's Club in their "Getting out the Vote" campaign last fall. Large posters urging the citizenship to express their choice at the ballot box were distributed and displayed all over the city.

Under the leadership of General Chairman Wm. Holland, Jr., and Finance Chairman Jack Cecil, the Chamber of Commerce put on the third annual Christmas Parade last December 6th. This was the largest and most elaborate parade yet presented here and the crowd was estimated at roughly 40,000. This annual West Tennessee Christmas party is now an established event and is looked forward to from year to year. We believe it is effective in expressing our appreciation and esteem of our West Tennessee neighbors.

Again manifesting our co-operation and interest in the present National Defense emergency, the Chamber of Commerce is sponsoring the first non-college pilot training course offered here. As this report goes to press the classes are just getting started and will be conducted by Union University and the Southern Air Service.

The Chamber of Commerce advocated the reasonable extension of our city limits which was authorized by the 1941 session of the Legislature just adjourned. Our Directors feel that the only way to show the growth of the municipality is to periodically take in that portion of the city which is in every other sense a part of Jackson.

The organization also worked to retain the Strawberry Inspection Law because we believe, after conferring with county agents and agricultural leaders, that it is the basis of quality strawberry production in our state.

Through a committee headed by Jack Cecil, Chairman, the organization worked with other civic interests for the establishment of Madison County's new Health Unit. At present a committee headed by Lee Ware is working with members of the Little Club of Jackson and others to influence establishment here of the $500,000 Tuberculosis Hospital authorized by the 1941 General Assembly.

In conclusion I would like to emphasize another phase of the work of your Chamber of Commerce which does not make the headlines but is essential for any progressive wide-awake community. I refer to our function as a community clearing house and general information bureau. The handling of hundreds of inquiries concerning Jackson and Jackson's people, the welcome to newcomers, our participation in fire prevention work and the other numerous small things that help our city meet the competition of other communities in our population class and equip us for the even better town of tomorrow.

As your retiring President I wish to express my sincere appreciation for the co-operation and assistance I received in my efforts to head this Jackson enterprise, whose sole objective is the development of our resources and the expansion of our commercial life. The work of the Jackson Chamber of Commerce merits the support of Jackson's citizens and I know we all agree in the old slogan that "What Helps Jackson Helps You."

McCOWAT-MERCER, JACKSON, TENN.

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McCOWAT-MERCER, JACKSON, TENN.

Region 7 V
Community Notes
Nashville, Tenn
See Training Notes Inside

~~Supplies~~ 12/11/43

Community Notes
Nashville, Tennessee

March 1942
Agent: M. K. A.

V VII

PERSONS INTERVIEWED

Tennessee State Employment Service
State Office, Cotton States Building
Dr. Paul Jessen, State Director
Dr. C. E. Love, Asst. State Director
Dr. Joseph A. Frank, State Research Director

Nashville Chamber of Commerce
315 - 4th Avenue North
Mrs. Margaret Mager, Director, Division of Industrial Research

Y. W. C. A.
211 - 7th Avenue North - General Office
Ina Scherrebeck, General Secretary
Miss McLeod, Business and Industrial Secretary
Miss Delight McGeath, Counselor

Selective Service Headquarters
319 - 7th Avenue North
Major J. R. Crittenden, State Advisor on Occupational Deferment

National Defense Training - Davidson County Schools
County Board of Education, County Court House
Mr. C. T. Brockett, Director, NDT Davidson County Schools

National Defense Training - Nashville City Schools
Hume-Fogg High School, 8th and Broad
Mr. F. S. Hill, Director, NDT in City Schools

INDUSTRIAL PATTERN

Major plants producing defense items --

Vultee Aircraft, Inc. - observation planes and dive bombers. Major defense industry in Nashville.

Tennessee Aircraft Institute - started as a school but now subcontracting on aircraft parts for Glen Martin in Baltimore and Republic Aircraft Co. 165 workers now employed, to reach a peak of 400 in June 1942 and will employ women later although none are employed now.

Nashville Bridge Co. - mine sweepers and sub chasers. No women employed

Eisele and Co. - hypodermic needles and clinical thermometers. 250 employed with quite a number of women.

Tennessee Enamel Mfg. Co. - Manufacturing heaters and stoves but to manufacture demolition bombs. About 75 women employed in plant, and one of the few plants where women have gotten metal trades experience during normal peace times.

Nashville Tent and Awning Co. - 250 employed. (estimate)

Allen Garment Co. - 150 employed (estimate)

May Hosiery Mills - 900 employed with about 60% women

Southern Manufacturing Co. - 600 employed

INDUSTRIAL PATTERN (Cont.)

Major plants producing defense items --

General Shoe Corporation - 1300 employed with about 400 women

O'Bryan Bros. - army shirts and work clothing. 250 employed most of whom are women. Only garment factory in Nashville that is organized.

In addition to the above firms there are about 50 small establishments doing defense work. About 44% of the industrial workers in Nashville are on defense work and another 25% intermittentely on defense work. (Estimate of Chamber of Commerce)

35-40% of the industrial workers in Nashville are women, but the use of women in metal trades and machine shop operations by Vultee Aircraft, Inc. was a decided innovation in the mid-south section of the U. S. A. It has also changed the attitude toward women working in industry.

The chief women employing industries in pre-defense days: garment industries, hosiery mills, snuff and tobacco factories, bedding and mattress companies.

LABOR SUPPLY

(For more detials on labor supply in all of Tennessee see Labor Market Report of the Tennessee State Employment Servicethat is enclosed.)

Active file (30 day file) of registrants at Tennessee State Employment Service in Nashville area, January 1942:

	Total	Female
Nashville	23135	7954
Clarksville	8123	1835
Columbia	4602	1608
Dickson	1648	449
Murfreesboro	2347	724
Shelbysville	1369	448

Number of women registering in employment offices in West Tennessee have increased as much as 150% with the defense program.

The main demand for workers in the Nashville area is at the Vultee Aircraft, Inc. and its employment schedule has lagged behind the anticipated hiring schedule so that many national defense trainees have had to be sent out of state. In December 1941 there were 5300 trainees available and 75% had migrated to other areas: mainly Glen Martin in Baltimore, Lockheed in California, Curtiss-Wright in St. Louis and Columbus. 2550 more trainees could be made available in next six months.

There has been very little in-migration of workers except construction workers, foreman, supervisors, machinists, tool and die makers and other skilled workers, and even more of these men will have to be brought in. However, there is an adequate supply and unskilled and semi-skilled workers within commuting distance.

Only women from within commuting distance have been hired at Vultee and plan to continue this policy.

Shortage of agriculatural workers -- Both the State Advisory on Occupational Deferments in the Selective Service Headquarters and the State Director of the Tenn. State Employment Service pointed out the shortage of agricultural workers,

LABOR SUPPLY (Cont.)

and the necessity of getting women into agricultural work both as seasonal workers and as all the year around workers. Women would have to operate trucks, tractors and other farm machinery, pick fruits and vegetables and work in the dairy products industry. They were both speculating as to how women were to be attracted into this type of work, ~~and wanted the Women's Bureau to give consideration to this problem.~~

TRAINING

National Defense Training in Davidson County Schools -- (Central High School)

In November 1941 training in riveting and aircraft sheet metal work was first offered women in the National Defense Training classes in the Davidson County Schools, and this was the first time that training of this sort was offered to women in the South. This training was started at the request of the Vultee Aircraft Company, and women were given the same type of training as the men.

A--Pre-employment training courses:

-Aircraft Sheet Metal and Riveting

Same training for both men and women including sheet metal forming and layout work, using slip rolls, brakes, slip shears, hydraulic presses, drill presses, hand drills (electric and air), gun and squeezer riveting, countersinking, dimpling, use of gages and micrometers and blueprint reading.

28 women now enrolled and about 20 have completed the course.

10 weeks course but some finish it in less time and others take longer. There are four shifts with six hours to a shift, six days a week in all the pre-employment training classes of the Davidson County School:

6 AM - 12 Noon — Women are on the first three shifts.
12 Noon - 6 PM
6 PM - 12 Midnight
12 Midnight - 6 AM

-Welding (arc and acetylene) - only men enrolled

-Machine shop - only men enrolled.

B-- Supplementary training courses:

-Welding (arc and acetylene) - only men enrolled and they are being trained mainly for Vultee and the Nashville Bridge Co. making mine sweepers and sub-chasers.
Lofting - all men
Blueprint reading - all men
Foremen and leadman training - all men

Trainees are given IQ and mechanical apptitude tests and it has been found that the caliber of women is generally better than that of men because most of the good men are already employed.

The Davidson County Schools have been told to relax their training of women because Vultee is experimenting to see if the women trained are any better than those who received no pre-employment training but are trained right on the job. However, the school is continuing with its class of 28 women because it feels there will be a demand for these women somewhere.

TRAINING (Cont.)

National Defense Training in Nashville City Schools -- (See enclosed folder)

All classes are held at the Hume-Fogg High School. Practically all of the classes have been set up for Vultee Aircraft, Inc. but because Vultee's expansion has not been as fast as expected many of the men trained have gone to Glen Martin in Baltimore, Fisher Memphis Aircraft Division in Memphis and Lockheed in California.

A-- Pre-employment training classes:

-Aircraft riveting

5 weeks spent on riveting and then take five weeks of aircraft sheet metal. Attend classes 5 days a week at 7 hours a day (8 AM - 3:30 PM)

February 23, 1942 first started training women and March 6, 1942 there were 30 girls enrolled. All the girls were high school graduates, all had been given IQ and mechanical apptitude tests, and most of them were 18 to 22 years of age. Vultee has asked the school to train this one class as an experiment. Girls are required to wear slacks.

Girls given the same training as boys and course includes gun and squeezer riveting, hand drilling, drill press work, burring and filing, use of gages and scales.

-Aircraft sheet metal

5 weeks course.

No women enrolled as yet but those in the riveting class will take the course at the end of five weeks.

-Aicraft metal fitting

5 weeks course, and then trainees take five weeks of riveting.

No women enrolled.

-Machine shop

10-20 weeks course depending upon the individual.
No women enrolled.

In the past, training has included work on a variety of types of machines but from now on training is to be specialized on one type of machine. Glen Martin, Douglas Aircraft in Tulsa, Lockheed in California, and Curtiss-Wright in St. Louis have asked that this type of specialized training be given.

-Welding

12-15 weeks course. No women enrolled

Most of the men are being trained for work in shipyards in Mobile, Ala., Florida and North Carolina.

TRAINING (Cont.)

National Defense Training in Nashville City Schools (Cont.) --

A-- Pre-employment training classes: (Cont.)

-Drafting and tracing
12 weeks course
One woman has been in the class one week but more women are to be enrolled.

-Blacksmith and forging
Classes are held at Pearl Junior High School for colored boys.

B-- Supplementary training classes:

-Machine shop - all men

-Welding - all men

-Heat treatment - all men

-Timekeeping - 8 week course - both men and women enrolled.

-Blueprint reading - 10 week course - 12 women enrolled and they are given same training as men.

-Hydraulic mechanics - 4 week course - One class just completed the course and there were two women in it. New class just started composed of both men and women.

-Inspection - Women have been in class since January 1941 and 16 women are now enrolled. Some of the office women at Vultee have taken this course.

-Aircraft Electrician - 17 women have taken this course in the past but the course is not running at present. However, the latter part of March 1942 a class is to be started again.

NOTE: Feb. 9, 1942 Vultee Aircraft, Inc. requested the Hume-Fogg High School to set up two weeks courses of 12 hours duration in the following: power plant, armament, instruments, rigging, and landing gear assembly and adjustment.

National Defense Training at Vanderbilt University
(Supplementary training classes listed below)

Industrial instrumentation (use of micrometers, scales, gages, etc.) men and women enrolled.
Production management - men and women enrolled.
Advanced engineering drawing - all men
Elementary machine design - all men
Topographic map drawing - all men

TRAINING (Cont.)

National Defense Training at Vanderbilt University (Cont.)

Industrial accounting - all men
Fundamentals of radio - all men
Safety engineering - all men
Materials testing and inspection - all men
Strength of materials - all men

N. Y. A. National Defense Training

There are no defense training courses for girls.

Defense training courses for boys:
Welding
Auto mechanics
Machine shop

III - HOUSING

There are four slum clearance projects in Nashville, two white and two colored.

Two defense housing projects:
1) Berry Hill Project - There are many vacancies in this projects and for two months there have been ads run in the papers for renting some of the houses.
2) Vine Hill Project - Reserved for Vultee employees and there are vacancies here also.

When Vultee first came to Nashville the Farm Security Administration erected six dormitories and 300 trailers for housing single men but they were never filled ~~to anywheres near capacity~~ so the project was discontinued.

The Local Division of Defense Housing Coordination reported the following vacancies in Nashville as of Feb. 20, 1942, and these figures do not include government housing projects:

Family units for rent --	865
" " " sale --	177
Rooms ----------	529

The apparent adequacy of housing is due to the active private building program resulting in a surplus of houses. Due to the smoke problem many of the new houses have been built out toward Vultee and other suburban areas. A housing shortage may develop for families when some of the proposed defense projects get under way, ~~such as the construction of the new bomber base at Smyrna.~~

Housing facilities for women --

Y. W. C. A. -- The YWCA has two residence centers, one in the main building which has accommodations for 119 permanent guests and 25 transients, and Gannon Hall which accommodates 96 girls. There are eating places at both residences. In 1941 182 girls were housed in the main building and 207 were housed in Gannon Hall.

Age ranges of those housed in the two YWCA residences in 1941:

18-24 years of age-	263 girls
25-29 " " " -	85
30-34 " " " -	32
over 35 " " "	9

HOUSING (Cont.)

Housing facilities for women (Cont.) --

Both the YWCA residences are filled to capacity with a waiting list of 10 to 30, but this is more or less a normal situation existing even before the war. However, the YWCA has a room registry with a volunteer committee investigating the rooms, and it has no difficulty in finding adequate accommodations in these rooms. So far have felt no great added pressure for rooms.

Girls' Christian Home (Presbyterian) -- accommodations for25-30 girls. Always is filled to capacity. Girls are charged a certain percentage of their salary.

Church of Christ Home for Girls -- accommodations for 65 girls and is filled to capacity. Very conservative, and will not permit girls working at Vultee, who must wear their slacks home, to live there. Rates based upon girls' salaries. Within walking distance of town.

IV RECREATION

Y. W. C. A. -- The YWCA has always been somewhat of a recreational center because of its central location. The main building has a swimming pool and gymnasium. The YWCA also has a colored branch with a residence accommodating 20.

As yet, the YWCA has made no changes in its recreational or educational program for the girls working at Vultee because the group has been so small up to the present. Some of the girls at Vultee have dropped out of the YWCA activities because of their long and late hours of work and the difficulty of getting cross town due to inadequate bus facilities.

Soldier parties are given by the YWCA, YMHA and Knights of Columbus A Citizen's Committee on Soldier recreation organizes these parties and dances. There is no U. S. O. in Nashville.

General recreational facilities --

Nashville has always had adequate recreational facilities provided by the city but there has not always been ~~very good~~ adequate recreational leadership. However, the recreational fadilities for the colored are inadequate and the Council of Community Agencies is trying to improve these facilities.

V TRANSPORTATION

Cross town buses are needed in Nashville and provisions have been made for the purchase of 40 new bus lines and the establishment of new bus routes.

~~Vultee is 8 miles from the city center and~~ there is regular bus service to the Vultee plant but more buses will have to be added. The main problem is getting out to the residential areas upon reaching the city center from the plant.

Scott

March 1942
Agent: M.K.A.

CITY PUBLIC SCHOOLS
NATIONAL DEFENSE TRAINING PROGRAM
NASHVILLE, TENNESSEE

A BRIEF OUTLINE OF THE TYPE OF TRAINING OFFERED IN NATIONAL DEFENSE COURSES

(5 weeks) RIVETING DEPARTMENT – pre-employment

1. Use of drill motors (electric & air).
2. Riveting of small assemblies.
3. Skin riveting (over contour surfaces).
4. Punch CSK riveting on skin.
5. Machine CSK riveting.
6. Use of hand and compression squeezers.
7. Hand riveting in tight places.
(A & N standards most commonly used).

(5 weeks) SHEET METAL DEPARTMENT – pre-employ.

1. Fundamentals of blueprint reading and working sketches.
2. Solving problems dealing in area, volume, bend allowance, etc.
3. Making layout and constructing simple geometric figures.
4. Selecting materials for specific projects.
5. How to stretch and shrink metal.
6. The use of layout tools.
7. Figuring bend allowance and set back.
8. Use of simple tools such as shears, drills, files and hammers.
9. Making simple forms for blocking metal.
10. Operation of simple equipment such as brakes, bar folds, square shears, vertical brake, punch press, disc grinders and band saw.
11. The care of equipment.
12. Fundamentals of aluminum alloy processing.
13. Sheet metal materials that can and cannot be welded.

(5 weeks) AIRCRAFT METAL FITTING DEPARTMENT – pre-employment

This course is set up to give the trainee manipulative skill in performing such basic operations as:

1. Filing.
2. Sawing.
3. Drilling.
4. Thread cutting.
5. Template layout.
6. Blueprint reading.
7. Brake and bend block bending.

The student is trained in fabrication of small fittings made of ferrous metal. Extensive instruction is given in tube fitting and splices. Some of the machines available to the student in this department are:

1. Doall contour saw.
2. Nibbler.
3. Square shears.
4. Leaf brake
5. Bar folder.
6. Band saw.
7. Slip rolls.
8. Metal spinning lathe.
9. Drill press.
10. Universal brake.
11. Grinder.
12. Punch.
13. Beverly throatless shears, etc.

MACHINE SHOP DEPARTMENT – pre-employment
suppl.

A.

Approximately 600 hours of shop practice are given trainees in performing the manipulative processes required for the satisfactory operation of one or two major machines. Other minor machines necessary to the training are included. Care of machines and precision equipment, as well as safety precautions, are stressed in

the training. Some of the machine operations and the type of equipment are as follows:

1. Metal sawing - Doall and Power Hacksaw.
2. Abrasive cutoff.
3. Lathe turning - South Bend, Bradford, Lodge & Shipley, Sebastian & LeBlonde.
4. Milling - Horizontal, Vertical both Cincinnati and Frey; Ohio, and Kempsmith.
5. Shaping - G & E Universal and Plain.
6. Planing - Gray.
7. Precision grinding - Internal, External, all angle (Cincinnati Universal).
8. Drilling, boring, and tapping on radial, light and heavy duty drills.
9. Heat treating - Lindberg, Electric hydryzing equipment.
10. Tool and cutter grinders, for mill cutters, etc.

B.

Such bench work as sawing, filing, drilling and tapping are related to the machine operations and are given with the training.

C.

Each trainee spends 1½ hours each class day, or approximately 100 hours during the training, in the study of related technical knowledge. The following is a type of information pursued during the related period.

1. Blueprint reading.
2. Shop mathematics.
3. Trade terms.
4. Safety requirements.
5. Relative information to the operation of each machine or tool.
6. Layout of the work to be done on the machine.

WELDING DEPARTMENT – pre-employ + suppl.

Training is offered in the Arc and Acetylene Welding Department to assist in meeting the requirements of the army aircorps. The type of equipment available to the trainee in this department is as follows:

4 - 250 Amp G. E. Welders.
3 - 250 Amp G. E. AC Welders.
1 - 175 G. E. Machine.
3 - 250 Amp Lincoln Welders with Amp reducers.
1 - 350 " " "
1 - 200 " " AC Machine.
2 - 250 Amp P & H Harmspheger.
2 - 250 " " " with remote controll and hot start.

We also have one Taylor Winfield (Hy Wave Welder) Spot Welder of the latest model on which a limited number of men are trained in the fundamental operations required in the Aircraft industry.

DRAFTING DEPARTMENT – pre-employment

1. Basic principles of engineering.
2. Fundamentals of machine drawing.
3. Fundamentals of Sheet Metal drawing including template layout and lofting.
4. Developing the ability to make good tracings.
5. Developing the ability to do blueprinting.

Tool Design – supplementary

From: Major J. R. Crittenden
State Advisor on Occupational
Deferment Selective Service
Headquarters, Nashville, Tenn.

TENNESSEE LABOR SUPPLY COMMITTEE
COTTON STATES BUILDING
NASHVILLE, TENNESSEE

January 14, 1942

BULLETIN NO. 1

SUBJECT: SELECTIVE SERVICE AND THE SUPPLY OF MANPOWER FOR THE ARMED FORCES, INDUSTRY AND AGRICULTURE.

I. GENERAL. This Bulletin undertakes to present information with respect to: (1) the induction of commercial, factory and farm workers into the Armed Forces of the United States, (2) the probable availability in the period ahead of workers for industry and agriculture, (3) the assistance the government offers to overcome labor supply difficulties, and (4) Selective Service.

II. MANPOWER FOR THE ARMED FORCES. WAR carried offensively to the enemy's "front yard" requires men in ever increasing numbers for induction. Men will be "drafted" from farms, from governmental agencies, from war industries, from transportation agencies, from commercial organizations. Every employer can expect to see men go from his organization. Able men, average men, important workers, poor workers -- workers from every strata and every grade will be selected for military service.

The Armed Forces must and will have the physically fit; no others can stand the rigors ahead. Every employer can expect and anticipate that the requirements for manpower for the Army, Navy, Marine Corps and Coast Guard will be satisfied. Industry and agriculture, every employer, can expect to release men as needed and called to the service.

III. AVAILABILITY OF LABOR. In the months at hand and far ahead, workers for production, workers for expansion, workers to replace those inducted, and workers for turnover can be found best by utilizing, in addition to the employer's own resources, the United States Employment Service, the Government sponsored and operated training schools and other indicated agencies. Employers should think in terms of three, six, twelve and eighteen months ahead, realizing that War factors may alter the whole picture any moment.

The United States (formerly State) Employment Service has an office near you. Call on that office or write Mr. E. A. Adams,

Director of the United States Employment Service, Cotton States Building, Nashville, Tennessee. Requisition your labor needs and list your anticipated requirements. This Agency has many other services which are available to employers. These are: Testing of applicants to assist in determining their aptitude for specific occupations, occupational analysis, and clearance with other areas to obtain needed labor.

The Tennessee (OPM) Labor Supply Committee, address: Tennessee Labor Supply Committee, c/o United States Employment Service, 805 Cotton States Building, Nashville, Tennessee, set up to consult and advise with employers, is available to assist employers in connection with labor supply problems, including those related to recruitment and training.

An employer interested in training or preparation of workers before employment or while employed may secure additional information by writing the Tennessee Labor Supply Committee.

Employers of farm workers will find the County Agricultural Agent willing to aid in labor supply matters. The United States Employment Service also is prepared to make farm placements.

For information regarding college-level training of employees, employers may write the Labor Supply Committee.

The State Occupational Advisor, address: State Headquarters for Selective Service, Nashville, Tennessee, is available to assist any employer of Tennessee in solving labor supply problems involving War Production.

IV. SELECTIVE SERVICE. (1) Manpower for the military forces will be recruited primarily through Selective Service. Men not deferred will be selected and inducted in sequence of order numbers.

(2) A "necessary man" can be deferred in Class II because of his occupational status for a period of not more than six months. Indefinite term Class II deferments are no longer authorized. At the expiration of a deferment the deferment will not be renewed unless the employer is able to convince the Local Board that a reasonable but unsuccessful effort has been made during the deferment period to secure or train a replacement.

(3) Employers should undertake to secure workers who require extended training or preparation from one of the following groups:

(a) Men having full dependents.

(b) Men whose physical condition does not qualify them for general Military Service. (Employers can secure additional information regarding physical standards for military service from any local board, or from State Headquarters for Selective Service, Nashville.)

(c) Men outside the liable military ages.

(d) Women.

(4) Speedy, reasonable and planned adjustment of employment policies and procedures by Employers, without exception, can, must and will follow. War allows no other course. Procrastination delays ultimate and complete victory.

(5) Selective Service, as well as the Labor Supply Committee and the United States Employment Service, have a large responsibility for manpower placement in the Armed Forces, in Industry, and in Agriculture. It is the purpose of these agencies to serve the Nation and to serve you in bringing about, with your assistance and cooperation, a reasonable and balanced allocation and placement of the available manpower and workers of Tennessee.

DISTRIBUTION:

Selective Service System 1000

United States Employment Service 1000

JRC/fp

Robinson

DETROIT

POST-WAR STUDY

1944

Detroit

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2100.	35-39	Single	-	No report on bond deductions.
2101.	35-39	M.P.W.S.	0	Worker has bi-weekly 10% pay roll deduction. She and husband pool earnings. Mother lives with them and does the household duties.
2102.	20-24	Single	-	Worker has semi-monthly pay roll bond deduction.
2103.	30-34	Single	-	No report on bond purchase.
2104.	20-24	Single	-	Worker has 10% weekly pay roll bond deduction.
2105.	25-29	M.P.Ex.D.	0	She wants to work if she can.
2106.	50 & over	W. D.	0	Worker has 10% weekly pay roll bond deduction.
2107.	35-39	M.P.S.	0	Worker's husband is employed at Murray Body Corp. She and husband make the same amount of money per hour - $1.17. They pool earnings - both buy extra bonds in every drive. They intend to return to Nashville and possibly buy a home when the war ends.
2108.	xxx	M.P.W.S.	0	Worker has 10% pay roll bond deduction.
2109.	40-44	M.P.W.S.	0	Worker is working part time, due to husband having had an accident. Broke his leg and hasn't been able to work for 2 yrs Intends to return to work at Crowley-Millner in about six weeks-he is a supervisor in the packing department.
2110.	40-44	M.P.W.S.	0	Worker's husband is employed at Ford Motor Company.
2111.	20-24	Single	-	Does not buy bonds regularly. Has bought three $25.00 bonds in last 6 months.
2112.	40-44	W. D.	0	First job - has signed up for bonds, but hasn't had a deduction.
2113.	40-44	W. D.	0	No report on bond purchase.
2115.	20-24	M.A.W.S.	1	No report.
2116.	40-44	D.	0	Buys extra bonds. Her son is in the Army and she feels that this is her best contribution.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2117	40-44	M.P.N.S.	2	Husband is employed at Detroit-Leland Hotel as carpenter. Worker does not not have bond deduction from wages.
2118	20-24	Single	-	No report.
2119	25-29	Married	0	$85 to $90 to mother and father, more for emergencies and medical care than support. Pays taxes on home.
2120	30-34	M.A.N.S.	1	Has 10% deducted for bonds. Rent is $47.50 a month. Sister, sister's husband and self share rent, and other expenses. Sister works as checker at Briggs Mfg. Sister's husband works as machine operator at Chrysler Motors. Family share expenses but do not pool earnings.
2121	30-34	M.P.N.S.	0	Has 10% deductions for war bonds. Husband works at Chrysler Motor Co. on a machine. Sister works, Budd Wheel Co. The three working members share expense, of house and mother does the housekeeping and cares for 14 yr. old boy.
2122.	25-29	M.P.N.S.	0	Has 10% deducted for bonds. Pool earnings with husband. Husband works at Packard Motor Co. as a grinder, earns $1.17 an hour and 54 hrs. a week. His take home earnings are $75.00 a week. He is buying 10% in bonds. In addition to bonds are depositing money in postal savings. Before the war worker worked in a dry cleaning plant and husband was a janitor. Worker said their savings would carry them for a while if defense work shut down. She will go back to cleaning and her husband to janitor work. I asked how her husband might feel about that after he had had a better job. She replied that if he could find something better than janitor work he would.
2124	25-29	M.P.N.S.	2	Pools with husband.
2125	25-29	Single	-	No bond deduction, but worker buys a bond in each drive.
2126	45-49	M.P.N.S.	0	Worker has not signed a bond subscription card, but intends to have a pay roll deduction.
2127	25-29	Single	-	No report on bond deductions.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2128	25-29	M.A.N.S.	-	Worker has weekly bond deduction.
2129	25-29	Single	-	Worker has bond deduction.
2130	30-34	W. D.	0	Worker has bond deduction and also buys extra bond occasionally. She and her father support the household.
2131	18-19	Single	-	Worker has semi-monthly bond deduction - but has not been able to save much money otherwise. She has been offered several jobs in factory work, but she is a frail girl and doesn't think she could physically stand it.
2144	30-34	Widow	0	Does not have pay roll deductions for bonds and is not buying bonds independently.
2145	30-34	M.P.N.S.	3	Husband is a city fireman. They pool earnings - live in parents home - mother takes care of children.
2146	18-19	Single	-	Worker's father is deceased and she is the support of her mother. She has 2 brothers in the service that send her mother money occasionally. Worker has 10% weekly pay roll bond deduction.
2147	40	Single	-	She wants a job after the war, anything she canget will be all right. Can save only very little because things are so high.
2150	30-34	M.P.N.S.	0	Worker gives her mother $25.00 a week - rest goes into household expenses. Has 10% bond deductions. Husband is employed in Chicago. Manages 6 beauty shops, gets home once a week or every 2 weeks. He maintains the home.
2151	35-39	Single	-	Worker supports self and father.
2152	35-39	Widow	0	Worker has lived with cousin since she has been out of work. Shares expenses. Rent is $35.00 a month. Has used savings to get along. (Illness).
2148	30-34	M.P.N.S.	0	Worker said all her money went into the home for food, or rent or bills. 10% is deducted for war bonds. Husband works at Chrysler Motor as Janitor. Worker and husband pool earnings. No savings beyond war bonds.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2153	20-24	Single	-	Worker has $9.38 a week deducted from check each week. Whenever bond drives come along buys either a $50.00 or a $100 bond whichever she can afford. Sister works at Briggs Mfg. Co. as a checker. Brother works at Chrysler Motors as a machine operator. He is rejected for service,so is working in a defense plant.
2154	20-24	Single	-	Has 10% deducted for bonds. Also buys during special drives. Worker said all the single girls where she works say they are willing to give up their job after the war when the service men come home and take other jobs. She remarked that after the war she could go back to restaurant work.
2155	30-34	M.P.Ex.D.	0	Husband and worker both have 10% deducted for bonds. Husband says "My wife mostly takes care of the house and I save what I make." Saving money in Postal Savings.
2157	30-34	Single	-	10% bond deductions. Worker was injured March 16 in an automobile accident. Was crossing street a driver drove through a light and hit her. Worker said she was on the way to vote for her union when the accident happened. She belongs Local 235 which is a C.I.O. affiliate. Workers arm was broken in two places. She had her arm in a caste and had been in the hospital 3 weeks. Since she was not injured on the job she is drawing no compensation. She is not eligible for unemployment compensation since she is unable to seek work. Worker drawd $14.00 a week sick benefit from her Group insurance at the plant. Worker has drawn one check since she has been hurt and there is another check out at the plant now. Worker said would not cover her expenses. Rent on the apt. is $10.50 a week including utilities. Worker said she had war bonds she could cash if she needed to, to get along, but she didn't want to cash them unless she just had to. It will be about 8 weeks before she can go back to work.
2158	35-39	Single	-	Buys bonds. Take home earnings estimated by me. Shares an apartment with sister. Cook most of their own meals.
*2159 (next page)				
2160	20-24	Single	-	Rent $37.50 a month. Bonds are deducted $6.25 a week.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
*2159	20-24	M.P.S.	2	Worker has 10% pay roll bond deduction.
2161	18	Single	-	Sends this money back home ($5 wk.)
2162	19	M.A.S.	0	They're buying a home for after the war when her husband comes back. Doesn't work a full week because of heart.
2165	24	Single	-	Worker counts her mother as dependent.
2166	18	Single	-	Hasn't received any pay check yet. Starts at 55¢ hour and goes up to $1.15 or $1.20. She'll give her mother 1/2 of her pay, she used to give her family $10 but now she'll pay more.
2167	25-29	M.A.M.S.	0	Is supporting her father.
2168	20-24	Single	-	Gets meal at Cunningham's(Drug Store) free. Weekly earnings $17.00.
2169	30-34	M.A.M.S.	0	Has $6.25 week deducted for bonds.
2171	18-19	M.A.M.S.	1	Does not buy war bonds. Uncle does carpenter work independently. Is not well and work is irregular, averages perhaps two days a week. Brother 21, works at Fisher Body in aircraft, cousin's husband works at Ford Motor Co.
2172	50 & over	Widow	0	She keeps up the house and daughters help her.
2173	25-29	M.P.M.S.	0	Worker's husband is also employed at Vellumoid Co. They pool earnings and intend buying furniture for a home after the war. They live in a furnished apartment at the present time. Worker has 10% pay roll bond deduction.
2174	40-44	Divorced	0	Worker doesn't have bond deduction.
2175	25-29	M.P.S.	2	Worker is the support of the household. She has pay roll bond deduction.
2176	20-24	Single	-	Worker is the support of her mother. No report on bond purchases.
2177	40-44	M.P.M.S.	0	Worker's husband is employed at Fisher Body Corp. as a bench worker. They pool earnings, buy extra bonds and have saved some money.

COMMENTS ON ITEM #15

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2178	25-29	Single	-	Worker has pay roll bond deduction, but does not pay board, as her parents don't require it. Claims she has saved some money while working.
2179	25-29	Single	-	Worker is the sole support of the family. Has pay roll bond deduction.
2180	25-29	Single	-	Worker and sister live together. Sister doesn't work. Worker has weekly bond deduction.
2181	20-24	M.P.S.	0	Worker has weekly pay roll bond deduction. She plans on staying in Detroit until her husband returns from the army.
2182	35-39	M. P.N.S.	0	Full pay is $57. Pools with husband. They're paying for house that they bought. It has no basement and it's wet and damp all the time.
2183	25-29	M.P.N.S.	1	Worker does not have a bond deduction. She and husband pool earnings. Mother-in-law takes care of daughter. Worker's husband is employed at Briggs Mfg. Co. as a mechanic.
2184	35-39	Single	-	Worker has 10% weekly pay roll bond deduction.
2185	40-44	M.P.N.S.	2	Husband works at Pemberthy Injector Co. as an assembler. He works days and is home with the children in the evening. Worker has signed a bond subscription card.
2187	29	M.P.Ex.D.	6	Pools with husband.
2190	40-44	M.P.S.	0	Worker moved in with her mother when her husband was drafted. She also has a son 19 in the army. She and daughter 14 expect to live there for the duration. Worker has 10% pay roll bond deduction every week.
2191	20-24	Single	-	Worker has 10% semi-monthly bond deduction.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO OF CHILDREN	COMMENT
2192	XX	M.P.S.	0	Husband and wife both employed at American Metal Company. They pool their earnings, both buy bonds in the special drives. When the war ends, they intend to return to Arkansas, as they left their two small children there.
2193	25-29	M.P.S.	1	Worker has weekly pay roll bond deduction and buys an extra bond in each drive.
2194	25-29	M.P.W.S.	0	Husband is "4F". He is a bartender in a neighborhood tavern. Worker has 10% weekly bond deduction and buys an extra bond occasionally.
2195	45-49	M.P.W.S.	1	Worker's husband is an inspector at Hudson Motor Co. They pool earnings - buy extra bonds in the various drives.
2199	24	Single	-	Buys bonds out of the $50. Gives entire check to mother.

Detroit

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2205	25-29	M.A.M.S.	0	Supports self and mother who lives with her. Apartment house in which family live is entirely colored. It was formerly occupied by white tenants. Mother said when the apartment was white, her apartment rented for $25.00 a month and stove and frigidaire was furnished. When colored tenants took it over the rent on this apartment was raised to $42.50 and the stoves and frigidaires were no longer furnished, although the apartment has depreciated, yet rent has never been reduced.
2211	20-24	M.P.Ex.D.	2	Spends "every penny of it". Pools expenses with husband.
2212	45-49	M.P.M.S.	0	Husband is sickly and only works 2 or 3 days a week.
2214	40-44	M.P.M.S.	0	Pay $45.00 a month rent, for 2 rooms, kitchen and bath. Unfurnished except stove and frigidaire. Pay own utilities. Does not know if worker is buying bonds. Worker supports herself as she cannot depend on her husband.
2215	18-19	Single	-	Worker has bi-weekly pay roll bond deduction.
2216	20-24	Single	-	Worker has weekly pay roll bond deduction.
2217	35-39	Single	-	Worker has bi-weekly bond deduction. She is not able to save much money, as she is the entire support of the household.
2218	20-24	M.P.S.	0	Worker has weekly bond deduction and has saved money to start housekeeping when her husband returns.
2224	18	Single	-	Gives Mother her check and getw back about $15.00.
2225	35-39	M.P.M.S.	0	Save about $100 a month besides their bonds. She wants to do her part to stop inflation.

COMMENTS ON ITEM #15

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2226	20-24	Single	-	She helps to support the family.
2234	35-39	M.P.N.S.	3	Up till now has not contributed to fathers regularly. But Father lost job because of failing eyesight.
2235	20-24	Widow	0	For son (4 yrs. old) whom she boards out - $60.00 month.
2237	30-34	Single	-	Has 10% taken out for bonds.
2238	18-19	Single	-	Worker has 10% weekly pay roll bond deduction.
2239	50 & over	M.A.N.S.	0	Sometimes pay is for 12 days $45.70 and sometimes 13 days $47.30 on a semi-monthly basis. Usually 12 days.
2240	18	M.P.N.S.	0	Pools with husband - they're furnishing a home now and so expenses are high. Her husband makes less than she does. They buy about 3 bonds per month.
2242	20-24	M.P.S.D.	0	Will pool with husband. Was married a week ago and had not done any figuring on household expenses.
2244	30-34	M.A.S.	0	Bond and income tax not deducted from check. ($40.00 wk.)
2245	34	Single	-	Supports mother who lives in Ohio.
2248	25-29	M.P.N.S.	2	To brother in service - $5.00 month.
2251	20	M.A.N.S.	1	Hasn't decided how much she'll be able to give toward household. Earns $19.00 week.)
2257	50 & over	Single	-	Income tax was $180.00 last year, does not have tax withheld. Buys three $25.00 bonds a month. Earns $56.00 if she works a full week. She is off on the average of 2 or 3 months a year to take care of her mother. Income tax and bonds not considered in estimating take home earnings, since they are not deducted from her checks.

COMMENTS ON ITEM #15

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2258	18-19	Single	-	Has an allowance from hospital of $5.00 a week for room in lieu of hospital furnishing it. Landlady did not know if this was included in this $33.00 meals and laundry are furnished. She did not know whether or not she was buying bonds. Found out from a neighbor whose niece works at the hospital as a waitress that the $5 a week allowance for room is included in the $33.00 take home earnings every two weeks. The girls are paid $55.00 a month and live in or $75.00 a month and live out.
2259	30-34	M.P.W.S.	0	Wife has $14.00 a week deducted for income tax. Has 10% deducted for bonds.
2260	30-34	M.P.W.S.	2	When both husband and she were working, bought $25.00 bond a week. Since husband has been ill she has $6.25 a week deducted for bonds. Worker's husband was a partner in a glove business. It was a small manufacturing business making canvas work gloves. Her husband had put about 4 years in the business. Through some kind of legal chicanery, the partner obtained control of the business. He was working at Chevrolet during the day and in his glove business at night. He borrowed money to supply working capital for the glove factory. He was laid off 2 years ago for about 6 months. During this financial crisis he lost the glove business and was still obligated to repay the money he had borrowed. When her husband got sick they had only her wages to carry them through.
2261	35-39	Widow	0	Has 10% bond deductions and buys additional during bond drives.
2262	20-24	Single	-	Buys one $25.00 bond a month through deductions. Buys some extra during bond drives.
2264	19	Single	-	This is a 48 hour week. Takes 1 bond every 2 weeks.
2265	45-49	M.P.W.S.	0	No report on bonds. Worker's father died recently, and left her a seven room home, well furnished and in good repair, and free of debt.

COMMENTS ON ITEM #15

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2267	35-39	M.P.N.S.	0	Worker has weekly pay roll bond deduction. She and husband pool earnings and share expenses. They own a large rooming house - rent nets them about $100 per month.
2268	20-24	M.A.S.	0	Worker has 10% weekly bond deduction.
2270	50 & over	Divorced	0	Worker does not have bond deduction. She lives alone in a two room apartment in a large rooming house.
2271	40-44	M.A.N.S.	0	No bond purchase.
2273	20-24	Single	-	Has $2.75 a week deducted for war bonds.
2274	20-24	Single	-	Girls are allowed $5 a week on room since they are not able to live in the hospital. She did not know if this was included in the $33.00. Also have meals and laundry furnished.
2277	45-49	M.P.N.S.	0	Worker has pay roll bond deduction.
2278	25-29	Widow	0	No report on bond deduction.
2279	25-29	Single	-	No report on bonds.
2281	35-39	M.P.N.S.	2	Worker has bond deduction of $18.75 bi-weekly. Husband and worker pool earnings - have bought extra bonds in the drives and have saved some money.
2282	20-24	M.P.N.S.	2	Worker and husband are both employed at Cadillac Motor Company.
2283	30-34	Single	-	Worker has bi-weekly bond deduction. She and her brother split the household expenses evenly. Brother works at the Bomber plant at Ypsilanti.
2284	30-34	M.P.S.D.	2	Worker and husband each have 10% deducted for war bonds. They pool earnings.
2285	18-19	Single	-	Worker came to Detroit to take a job for the duration of the war. She has 10% pay roll bond deduction.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2289	30-34	Single	-	Worker has weekly 10% bond deduction.
2290	20-24	Single	-	Worker has weekly pay roll bond deduction. She buys the clothing for herself and two small brothers, also buys their school books. Worker and father share the household duties.
2291	25-29	M.P.N.S.	2	Worker has signed a bond subscription. She and husband pool their earnings.
2292	30-34	M.A.N.S.	0	Has 10% deducted for bonds. No savings beyond war bonds. Earns 96¢ an hour.
2293	20-24	Divorced	0	Worker had tonsils removed about 3 weeks ago. Has recently worked 5 days a week instead of six. As she feels better she will work steady. She lost time because of her tonsils before she had them removed. 12% deducted for war bonds.
2294	30-34	Single	-	Buys bonds on bond drives. When you buy bonds on drive, it is taken out of three pays.
2295	50 & over	Widow	-	Worker has 10% bi-weekly bond deduction.
2296	40-44	Divorced	0	Worker has 10% semi-monthly bond deduction.
2297	15-19	M.A.S.	0	Worker doesn't have bond deductions.

Detroit

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2303	18-19	Single	-	Worker has bi-weekly bond deduction.
2308	20-24	Single	-	Worker has 10% bond deduction, but said she is not able to save much money otherwise. She has been offered other positions, but her present one is definitely a post war job. (Steno. Hudson Motor Co. $35.00 week)
2310	14-17	Single	-	Does not have bond deductions. Buys at least 15% of earnings in bonds independently.
2311	20-24	Single	-	Worker and mother have joint bank account. Mother has some income. Household expenses are paid from joint account, 10% is deducted for war bonds.
2312	20-24	Single	-	Does not have deductians for bonds. She may be buying them independently.
2313	25-29	M.P.N.S.	0	10% deducted for bonds. Worker and husband pool earnings.
2317	40-44	M.P.N.S.	0	10% deductions for bonds.
2318	35-39	Single	-	Has commission in addition, plus tips. $45 wk. beauty operator.
2319	25-29	M.A.S.	0	Has 2 ($25.00) bonds a month deducted from checks.
2321	45-49	Widow	0	Does not have deductions for bonds. Buys them independently.
2322	20-24	Single	-	10% deductions for bonds.
2323	25-29	M.P.N.S.	0	Has deductions for bonds. Buys two $25.00 a month. Pools earnings with husband. $42 wk. Husband works at Trans. Am. Motor Freight as a dispatcher.
2324	35-39	M.P.N.S.	0	Worker has 10% pay roll bond deduction.
2325	25-29	Single	-	Worker is not buying war bonds.
2326	45-49	Widow	-	Landlady said she doubted if worker were buying bonds, she had not heard her mention buying bonds, and there were no bonds delivered through the mail.
2327	20-24	Single	-	10% bond deduction.
2329	18-19	Single	-	Worker has 10% bi-weekly bond deduction.

COMMENTS ON ITEM #18 DETROIT

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2330	50 & over	Widow	0	Invests heavily in war bonds.
2334	25-29	M.P.N.S.	0	10% deducted for bonds. Pools earnings with husband.
2335	25-29	Single	-	Has 15% bond deductions.
2336	50 & over	Single	-	Has $12.50 a month deducted for war bonds. She added "I hold them too."
2337	35-39	M.A.S.	1	10% deducted for bonds. Husband has recently been inducted into army as a private. He is buying bonds.
2338	30-34	M.P.N.S.	0	Teachers do not have deductions for war bonds. May be buying them independently. Pool earnings with husband who is also employed.
2339	20-24	Single	-	10% deduction for war bonds.
2340	25-29	Single	-	Has 10% deducted for bonds.
2343	25-29	Divorced	0	Has 10% deducted for war bonds.
2346	35-39	M.A.S.	0	Worker, and husband in service, each buy a bond ($25.00) a month.
2348	45-49	M.P.N.S.	0	Landlady said they pooled earnings but was not sure as to what extent, worker helped with household expenses. Both worker and husband buy bonds. (Earns $40.00 wk.)
2349	45-49	M.P.N.S.	1	10% deducted for bonds and extra bonds purchased during special drives. Pools earnings with husband. ($41.00 wk. earnings)
2350	20-24	Single	-	Worker does not have deductions for bonds. Worker has had medical expense for sinus operation and has missed so much work, she has been unable to swing bonds.
2351	18-19	Single	-	Buys one $25.00 bond at plant every 3 weeks. Buys either a $50.00 or a $100.00 bond during each bond drive.
2355	2024	Single	-	Have 10% deducted for bonds. Two sisters pool earnings.
2356	20-24	M.A.S.	0	Has 10% deducted for bonds.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2357	20-24	Single	-	Worker has weekly pay roll bond deduction. She isvisiting in Georgia at the present time, but expects to return next week.
2359	25-29	M.P.N.S.	0	Worker and husband pool earnings and share expenses. Worker has 10% weekly pay roll bond deduction.
2360	20-24	M.P.Ex.D.	1	Worker has 10% bi-weekly bond deduction. She and husband share the household expenses. They came to Detroit to work in war industry for the duration - however, husband was re-classified 1-A two weeks ago.(From Hopkinsville, Ky.)
2361	20-24	M.P.Ex.D	2	Husband works at Chrysler Motor Company as a Machine Operator. Husband maintains household. Wife uses earnings to "buy things for the kids and to help out."
2362	35-39	M.P.N.S.	0	Gets double time for Sunday and time and a half for Saturday and all over eight hours. Her husband works at Ford Motor Co. as machine operator. He maintains home None of worker's salary goes into household expense. Has 10% bond deductions for self and husband.
2363	30-34	Single	-	Has 10% bond deductions. Her uncle eats his dinner with her each evening, but does not live with her.
2366	50 & over	M.P.N.S.	0	No bond deduction.
2367	35-39	M.A.N.S.	0	No bond deduction. Husband and worker pool earnings.
2368	18-19	Single	-	Worker has weekly pay roll bond deduction.
2372	40-44	M.P.N.S.	0	Has to take time off to clean house and so never works a full week.
2374	20-24	Single	-	Worker has 10% bi-weekly bond deduction.
2375	25-29	Single	-	No bond deduction.
2376	25-29	Widow	0	Work is so hard that worker usually works only 5 days a week instead of six. If she worked 6 days take home earnings would be $58.00, but worker can't stand to work that hard.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2377	30-34	M.A.S.	0	Worker's husband was drafted in March 1944. She is living alone in their flat until husband returns. Has 10% weekly pay roll bond deduction.
2378	20-24	M.P.S.	0	Worker, sister and brother share household expenses. Worker has 10% weekly pay roll deduction, and also buys extra bonds.
2379	20-24	Single	-	Worker, sister and brother share the household expenses equally. Worker has 10% bi-weekly bond deduction - also buys extra bonds in each drive. $100.00 bi-weekly.
2381	30-34	M.P.M.S.	1	Worker has 10% weekly pay roll bond deduction. She and husband pool earnings - share expenses.
2384	20-24	M.A.M.S.	0	Worker has 10% weekly pay roll bond deduction. Pay $9.00 per week for two furnished rooms in a large rooming house.
2385	45-49	M. P.M.S.	0	Worker's husband is employed at Cadillac Motor Co. They pool their earnings and have saved money. Own a farm in Tennessee and plan to return when the war ends. They have 2 boys in service overseas.
2391	45-49	M.P.M..S	0	Has 10% deducted for War Bonds. In addition worker helps on payments on home - children help too. Worker pools earnings with family.
2393	45-49	Widpw	0	No report on bonds. Sister is unemployed at the present time; due to arthritis.

COMMENTS ON ITEM #18 — DETROIT

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2402	30-34	Single	-	Worker is going to start buying bonds because "they are very nice to have."
2412	40-44	M.P.N.S.	0	Worker has weekly 10% bond deduction. She spends her salary on household needs, clothing for the children and herself. Stated "her husband doesn't want anything to do with any of her earnings, as he doesn't want her to work.
2413	14-17	Single	-	No bond deductions from salary. Worker has filed to take U.S.Civil Service Stenographer's examination.
2414	50 & over	M.P.N.S.	0	Pools with husband and they're paying on the house and so their expenses are high.
2425	40-44	W. D.	0	No report on bond deductions.
2426	25-29	Single	-	Father isn't working, and brother is in Army, and so she's supporting the family.
2432	25	M.P.Ex.D.	-	Pools with husband.
2439	20-24	Single	-	Worker has 10% bi-weekly bond deduction.
2440	18-19	Single	-	Worker has 10% bi-weekly bond deduction. She and her sister, who is employed at the same company are the main support of the household. Their mother has arthritis and has been bedridden for 7 months. The father is employed as an interior decorator at $33 per week.

DETROIT

COMMENTS ON ITEM #15

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2441	18-19	M.P.S.	1	Worker has bond deduction - gets $18.75 bond every other week. Has two brothers in service.
2444	24	Single	-	She doesn't pay any board and room, instead after buying clothes and things, for herself, she gives her Mother the rest. She buys $17.50 worth of bonds every 2 wks.
2446	20	Single	-	To brothers in service - $10.00 month.
2447	34	M.P.N.S.	2	Buys $25 bond every week.
2449	25-29	M.P.N.S.	1	Pools with husband.
2456	(51)	M.P.N.S.	0	Spends everything, because they're paying for the house.
2457	25	Single	-	She saves money, buys bonds etc. and so her Mother doesn't want to take anything from her.
2458	45-49	Divorced	0	Worker does not have bond deduction. She and sister share an apartment and divide the expenses equally.
2459	35-39	Divorced	0	Worker has 10% weekly pay roll bond deduction. She and sister share the household expenses.
2460	35-39	M.P.N.S.	0	Worker has 10% weekly pay roll bond deduction. She and husband pool earnings and share expenses. Pay $55 per month for a kitchenette and bedroom in a large rooming house. (Earns $57.84 per week.)
2461	50 & over	M.P(S)D.	2	Worker's daughter and daughter-in-law are living in the home, as their husbands have been drafted. Worker has 10% weekly bond deduction.
2465	30-34	M.P.N.S.	1	To mother who takes care of child $4.00 a week.
2466	25-29	M.P.N.S.	2	Worker bought more bonds than was required independently. Husband listed 2 children as his dependents so wife had more withholding tax. About $10.00 a week went into household. Savings went into bonds and Postal Savings. Husband works at U.S. Rubber, balancing ties. Take home earnings around $79 a wk.

COMMENTS ON ITEM #18 — DETROIT

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2468	20-24	Single	-	Worker has bond deduction. She and father support the household.
2469	45-49	M.P.N.S.	0	No bond deduction. Worker and husband pool earnings and share the expenses.
2470	25-29	Single	-	Worker and half sister share expenses. Worker has 10% weekly pay roll bond deduction. Rent$32.50 for 3 furnished rooms.
2471	30-34	Single	-	Worker has 10% weekly pay roll bond deduction. She and step-sister share the household expenses equally.
2472	30-34	Divorced	0	Worker doesn't have bond deduction, but buys a bond occasionally.
2473	14-17	Single	-	No report on bonds.(Earns $25 wk.)
2483	49	M.P.N.S.	0	Pools with husband. They just made the last payment on the house in which they've lived for 22 yrs.
2484	45	M.P.N.S.	2	Is allowed $50 a month for food for sales tax. She can't estimate it (take home earnings) she says that their lawyer takes care of it for them. (Owner and clerk - grocery).
2492	20	Single	-	She supports the family.
2493	24-29	Divorced	2	She pays $15 for the 4 children, that live with her husband - each week. (Mother takes care of 2 younger ones).
2497	40-44	M.A.N.S.	0	She is sole support of her mother. They pay $7 room etc. and she counts on $5 to $10 for food. Her mother is very old and doesn't eat much.
2499	17	M.P.N.S.	0	Pools with husband.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	DETROIT COMMENT
2501	30-34	M.P.N.S.	5	Pools with husband and it takes every cent to support the family.
2502	29	M.P.N.S.	2	Their only savings in bonds and she spends every cent. They just bought their home and so expenses have been especially high. She figures that by the closest management of money and yet buying good food that the minimum is $50 per month for food.
2503	50 & over	Widow	0	Supports sick brother who has T.B. He's down South.
2504	20-24	Single	-	Sends money back home to Mother for support of her child.
2506	35-39	M.P.N.S.	1	She supports household with her money while her husband uses his money to make payments on the house.
2507	19	Single	-	They're buying the home and so she helps out wherever she can.
2512	35-39	Divorced	1	For mother who lives in Georgia $5 wk.
2513	40-44	Widow	0	To Mother who lives in Macon,Ga. $5 wk
2517	35-39	Divorced	0	For Mother and sister who live in N.Y. $23.00 week. (Earns $40 wk.)
2520	20	Single	-	She said that if her husband could support her, she wouldn't work, but she thinks that she'll probably have to work when she's married after the war, at least for a short time.
2522	45-49	M.P.N.S.	1	Husband takes care of house. Worker uses money for self.
2531	25-29	M.P.N.S.	0	Pools with husband.
2533	40-44	M.P.N.S.	0	Pools with husband
2534	50 & over	M.P.N.S.	0	Does not have bonds deducted. Buys one $25.00 bond each month.
2537	20-24	M.A.S.	0	10% deducted for bonds.
2545	20-24	Single	0	10% plus Bond deductions

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2551	20-24	Single	-	She gives $25 to Mother who saves some of it for worker.
2560	18	Single	-	Has insurance to pay outside of salary deductions. Is girl scout leader.
2572	25-29	Single	-	Is sole support of Mother - wasn't earning enuf so she worked 5 nites a wk. for 4 hrs. at Chevrolet to earn the money she needed. She had to stop because it was too hard.
2573	18-19	Single	-	Worker turns entire check over to Mother. Has $6.25 deducted from each pay for bonds.
2575	20-24	Single	-	Sends money back home.
2579	25-29	Single	-	Pays $5 weekly for room.
2580	20	Single	-	11% plus out of wages for bonds.
2581	35	Single	-	Gives sister $8 every two weeks for board.
2583	45	Single	-	Is sole support of her family.
2584	25-29	M.A.S.	0	Large bond deduction.
2586	40	M.P.N.S.	0	Pools with husband.
2590	50 & over	M.P.N.S.	0	All worker's take home earnings go into household expenses. Pools earnings with husband. Buys bonds 10%. (Earns $56.56 semi-monthly)
2591	18-19	Single	-	Has $7.25 deducted semi-monthly for bonds.
2592	30-34	Widow	1	10% deducted for bonds.
2593	14-17	Single	-	Has one $25.00 bond a month deducted from earnings.
2594	20-24	Single	-	$7.50 each pay day is deducted for bonds.
2595	35-39	M.P.N.S.	1	Worker does not contribute to household expense but clothes herself and two children out of her earnings. $6.25 deducted from each pay check for bonds.
2597	18-19	Single	-	Has $7.50 deducted semi-monthly for bonds.
2599	20-24	Single	-	10% deducted for bonds.

Comments on Item #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2600	20-24	Single	-	10% deducted for bonds.
2601	20-24	Single	-	Has $7.50 deducted for bonds out of each semi-monthly check.
2603	44	Single	-	$50 bond allotment every month and a half plus extra bonds.
2604	30-34	Single	-	Gives check to mother who returns worker what she needs.
2606	35-39	M.P.N.S.	0	Buys a $25 bond a month. Pools earnings with those of husband. Any money left from bills is saved or used for special purposes.
2608	20	Single	-	Has bond allotment.
2612	20-24	M.P.N.S.	0	Money is all savings - into bonds or the bank. ($60 semi-monthly)
2614	35-39	M.P.N.S.	0	Uses money for self, Husband pays home expenses.
2615	50 & over	Divorced	0	Has had to pay doctor's expenses because worker has sinus trouble.
2617	20-24	Single	-	Has $6.25 deducted from each check for bonds.
2618	25-29	Single	-	Has one $25 bond deducted from each pay.
2619	25-29	Single	-	Has one $50.00 bond deducted from earnings each month.
2620	20-24	Single	-	$3.75 is deducted from each pay check for bonds. Buys extra bonds during drives.
2624	40-44	M.P.N.S.	0	Worker has a widowed mother who receives a service allotment and help from sister at home. Worker may need to help Mother after the war. Worker has $9.38 a pay deducted for bonds. Pools earnings with husband. Have joint bank account.
2625	20-24	Single	-	Does not have deductions. Exceeds 10% by buying bonds during special drives.
2626	20-24	M.A.S.	0	Has 10% deducted for bonds.
2627	30-34	Single	-	Has two $25.00 bonds deducted from earnings each month.

Comments on Item #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2628	35-39	M.P.N.S.	1	Father takes care of all normal home expenses, including clothing and medical expense of mute child. Has $25.00 a month deducted for war bonds.
2630	30-34	Single	-	Buys one $100.00 war bond every month and a half.
2632	25	M.A.S.	0	Does make contribution to home, but didn't want to tell how much.
2634	20-24	Single	-	Tries to save some money.
2635	34	M.P.N.S.	0	Pools with husband and they manage to save about 30%.(Earns $65 semi-monthly)
2640	20-24	Single	-	Buys a bond a month.
2642	25-29	Single	-	Gets $25 bond twice a month.
2643	30	M.P.N.S.	0	Pools earnings with husband's. Share expenses.
2644	25-29	M.P.N.S.	0	Pools with husband. (Earns $60 semi-mo.)
2649	25	Single	-	Is sole support of Mother and she spends every cent and they just about make ends meet. (Earns $68 semi-monthly)
2651	20-24	M.P.S.	0	Pools money with husband,so has no record.
2653	50 & over	Widow	0	Is support of her mother.
2654	20	Single	-	Sends money back to family.(Earns $65.32 semi-monthly).
2655	50 & over	Single	-	She, too is a higher paid Govt. official and refused to give any information.WPB
2658	18	Single	-	Is sole support of Mother and home responsibilities is reason why worker hasn't married.($63.64 semi-monthly)
2674	30-34	M.A.S.	0	Worker said household expenses were high. Pay $50 a mo. for apartment. Husband is in the service but still in this country. Telephone calls to him are sometimes $50.00 a month.
2677	19	Single	-	Sends money home regularly to her Mother. Not a regular amount but depending on how much she has. From $10 to $30 weekly. (Earns $48 wk.)

Comments on Item #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2678	30-34	M.P.N.S.	0	Has 10% deducted for war bond. Pools earnings with husband who works at Allen Corporation as a welder, his take home earnings are around $70.00 a week because he works long hours and has a lot of overtime. He has 10% deductions for bonds. They are putting savings into buying a farm near Lawrenceburg, Tenn.
2681	44	Single	-	Worker runs house. Father doesn't work any more as he is old and sickly.
2682	30-34	M.P.N.S.	2	Buys bonds. Pools money with husband's wages. All used for household running expenses. (Earns $48 wk.)
2684	30-34	M.A.S.	0	Buys bonds - 10%.
2686	45-49	Widow	0	Interviewed step-father. Said she makes about $180 month before deductions. Worker buys bonds.
2687	25-29	Single	-	Buys more than 10% bonds.
2689	35-39	M.P.N.S.	1	Pools with husband and puts all the money into payments on house.
2696	50 & over	Widow	0	When worker is not earning she lives with her daughter and her husband. Contributed $8.00 a week while she was earning 90¢ an hour in U.S.Office of Ed. Defense training program. Completed Welding course under F.S.A. sponsored by U. S. Office of Education.
2697	30-34	M.P.N.S.	2	Is contributing all to pay a bill that she owes. After paying off bill doesn't expect to contribute all of it.
2698	45-49	M.P.N.S.	0	Spends money on daughter who is in a Catholic High School. Also buys an extra bond besides the 10% from pay roll, every drive. After daughter finishes school the worker does not expect to keep her job.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2700	40	M.P.N.S.	2	Pools money with husband. Takes 10% out of pay for bonds.
2701	20	Single	-	Is paying for bedroom suite and fur coat, so can't pay regularly to household. Buys bonds - 10% of pay.
2702	19	Single	-	Supports almost entirely, her father and mother. ($62.00 bi-weekly)
2705	34	Single	-	Started working at 60¢ an hr. and went up to $1.15 hr.
2708	20-24	Single	-	Sends money back home.(Earns $100 2 wks.)
2709	20-24	Single	-	Sends money home. (Earns $107 2 wks.)
2710	20-24	Single	-	Sends money back home (Earns $100 2 wks.)
2711	25-29	Single	-	She is sole support of mother.
2713	20-24	Single	-	Buys one bond a week.
2714	20-24	Single	-	Gives mother whole pay and then takes back whatever she needs. Takes $6.25 weekly out of wages for bonds.
2715	35	M.P.N.S.	3	Pools earnings with those of husband who makes $42 week. (Earns $45 wk.)
2716	19	Single	-	Mother does not know how much worker makes. Worker just supports self and gives no money to household.
2717	35-39	M.A.S.	2	Took job after husband went into service. It will take time for her allotment to come through and she needs the money.
2718	17	Single	-	Buys bonds. Puts some money into savings.
2719	30	M.P.N.S.	0	Pools earnings with those of husband.
2720	25-29	M.P.N.S.	0	$7 paid for board. Worker's husband also works and they probably pool their salaries.
2721	20-24	M.A.S.	1	Lives with sister whose husband is also in the service. They split the bills of the household.
2723	29	M.P.N.S.	0	Buys bonds - 10% of pages. Pools earnings with husband.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2724	20	Single	-	10% bond deduction a week.
2726	X	M.P.N.S.	1	Buys quite a lot of bonds. Pools earnings with husband's.
2727	50 & over	M.P.N.S.	0	Pools earnings with those of husband.
2729	30	M.P.N.S.	1	Buys bonds - 10% of wages. Pools earnings with those of husband.
2730	29	M.P.N.S.	1	Pools earnings with those of husband. Husband buys bonds 10% of earnings.
2732	50	M.P.N.S.	0	Pools money with husband's earnings.
2735	25-29	Single	-	Worker also gets overtime, but mother did not know amount.
2736	25-29	M.A.N.S.	0	10% deducted for bonds. Gross earnings $46.80. Pays $10.00 a week for care of child.
2737	25-29	M.P.N.S.	2	While working had $2 a week deducted for bonds. Pooled earnings with husband.
2738	45-49	Single	-	Does not have deductions for bonds. In the last year has bought $700.00 face value in bonds.
2740	20-24	Single	-	Does not buy bonds. Worker is the sole support of mother and three younger brothers and sisters. Sister is 9 and twins boy and girl 5 years.(Earns $60 every 2 wks.)
2741	25-29	M.A.S.	1	Has $12.00 deducted for bonds every two weeks.
2745	20-24	Single	-	Buys a $25 bond a month.
2747	20-24	Single	-	Since worker and sister live at home without paying board, they buy clothes and other necessities from what they take in from the shop. This amounts to worker's share of the profit from the shop. Buys bonds during special drives.
2752	19	M.A.S.	0	Buys bonds. Hasn't been working steady as she has been ill. She has an inward goiter.
2756	24	Single	-	Mother not sure, but says she makes $75 a week, before deductions Worker takes $10 a week out for bonds.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2757	30-34	Single	-	Puts extra money in bonds.
2759	25-29	M.P.N.S.	2	Pools earnings with husband.
2762	19	M.A.S.	0	To Father-in-law for board & room. (10.00 weekly)
2764	20-24	Single	-	No deductions for bonds. Buy bonds occasionally during drives.
2767	35-39	Single	-	Partially supports Mother. Sister and her are sole supporters of household, saves some.
2769	14-17	Single	-	Does not have deductions for bonds.
2770	20-24	Single	-	Buys bonds, but not on the 10% basis
2772	40-44	M.P.N.S.	0	Buys bonds.
2773	19		-	Takes 10% out of salary for bonds. Gives mother whole salary and then takes out what she needs for clothes, etc.
2775	50 & over		-	Has 2 $25.00 bonds a month deducted from checks.
2778	25	M. A. S.	1	10% bond deduction.
2782	25	M. A. S.	1	Gets $1.00 hr. now but job will pay $1.16 hr. Has only worked 3 days and so doesn't know what pay check will be. She commented that $80 month Army Allotment was not enough to live.
2785	40-44	M.P.N.S.	2	Very seldom makes a full pay, because has to stay out to take care of shipping, household duties and children. Puts money in with husband's wages.
2786	19	Single	-	Saves over half of salary to go to college. ($61.00 semi-monthly)
2788	40	Divorced	1	"That's not enough to live on either." ($137.28 semi-monthly)
2791	25-29	M.P.N.S.	0	Worker saves salary.
2794	18-19	Single		Buys bonds.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2797	20-24	Single	-	Does housework at home and that's why she pays so little, $5.(Earns $66 semi-monthly.)
2798	20-24	Single	-	10% deducted for bonds.
2799-	30-34	Divorced	1	Has one $25 bond a week deducted from earnings. This is worker's only saving.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2801	30-34	M.A.N.S.	0	Has one $25 bond deducted every 8 weeks.
2803	20-24	M.P.N.S.	0	10% deducted for bonds.
2805	25-29	Single	-	Worker's take home earnings for a full week's work after bonds and taxes come out are $59.00 week. She has been off work about a month. Worker has had so much medical expense, parents do not ask her to contribute.
2806	50 & over	M. A. N. S.	0	Has 10% deducted for bonds.
2807	30-34	Divorced	0	Has one $25.00 bond a week deducted from earnings.
2808	25-29	M. P. N. S.	1	All worker's earnings go into household - 10% deducted for bonds.
2809	35-39	M. P. N. S.	1	Worker and husband have their daughter with them. She is separated from her husband and she is expecting a baby soon. They have been paying the hospital bill and planning for her confinement. Right now all of worker's earnings go into household. Does not have 10% deducted for bonds.
2810	30-34	M.A.S.	1	Has 10% deducted for bonds. Tries to save over half of her husband's allotment each month. She sends him $6 or $8 a month.
2811	20-24	M.P.N.S.	2	Has $2 a week deducted for bonds. Worker pools earnings with husband.
2815	40-44	M.P.N.S.	0	Take home earnings are between $19.00 and $20.00, varies because of piece work. Has $2 a week deducted for bonds.
2816	25-29	Single	-	Buys one $25.00 bond every 2 weeks.
2817	45-49	Widow	0	Worker has not had a full pay for 4 weeks. Two short weeks were because of strikes. She did not know what the strikes were about. She said the stewart who collected the union dues and "sees about promotions," just tells them to go home. She said sometimes an inspector would be fired

*On page 5 (2804)

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2817 (cont'd.)				and all the inspectors would go out. She said "inspectors got to inspect my work - If they out who goin to inspect my work - I gotta come home." Two short pays were because of illness. She was using too heavy a file and she gripped it too tight. It caused her muscles to swell. She is using a lighter file now. First Aid said that was what caused it. She was also off 2 days because of bump she received on her head. She struck her head on a steel drill. The bill of her cap was turned back and broke the impact, so the injury was not serious. She does not expect to miss any more work unless it is because of a strike or unless she is included in the lay off Monday. Worker said she "put in for war bonds but they didn't take it out of my check else I wouldn't have $40.00 a week." Worker buys bonds herself as she can. She bought two $25.00 bonds. She said "you know how it is when you have been out of work a long time. It takes a long time to pick yourself up." She said she owed bills here and there. Rent is $25 a month. Pays $36.00 a month payments on furniture and recently, had to pay $125.00 for a dental bill. She said tell the "Government I'm not able to save much to last me after the war."
2818	25-29	M.A.S.	0	Has 10% deducted for bonds.
2821	25-29	M.P.Ex.D.	0	Pools with husband and lives in mother's home.
2824	45-49	M.P.N.S.	1	10% out of salary for bonds. Pools earnings with husband's.
2825	25-29	M.P.N.S.	1	Does not buy bonds. Husband buys them. Pools earnings with husband.
2827	30-34	M.P.N.S.	1	Pools with husband.
2828	53	M.P.N.S.	0	Pools with husband, spends all on high prices and property tax.
2831	30-34	Single	0	Buys one $25.00 bond a week.
2840	35-39	M.P.N.S.	2	Pools with husband.
2842	45-49	M.P.N.S.	0	Pools with husband.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2843	30-34	M.P.N.S.	2	Worker contributes nothing to home as husband is trying to compensate for his recent period of absence. (Earns $50 semi-monthly)
2844	25-29	M.P.N.S.	0	Pools with husband.
2846	18-19	Single	-	Gives all to mother. Worker, in turn, is placed on allowance. Worker is sole supporter of family of four. ($54 semi-monthly)
2848	35-39	M.P.N.S.	3	Pools with husband.
2853	25-29	M.A.S.	0	10% deducted from salary for bonds. Also buys War Saving Stamps.
2854	25-29	M.P.N.S.	0	Has $3.75 a pay deducted for bonds. Worker and husband pool money. Wife pays most of household expenses. Try to save a good share of husband's pay in bonds. He buys $100.00 face value in bonds every two weeks. Everything above cost of actual maintenance goes into bonds.
2855	35-39	M.P.N.S.	1	10% deducted for bonds. Pools earnings with husband. Savings are mostly in bonds.
2857	40-44	Divorced	C	Buys 10% bonds.
2859	45-49	M.P.N.S.	0	Has one $50.00 bond a month deducted from earnings.
2861	20-24	Single	-	Has one $25 bond a month deducted.
2862	20-24	M.A.S.	0	Invests $18.75 each pay in bonds through deductions.
2863	30-34	M.P.N.S.	0	Does not have deductions for bonds. Worker and husband buy four $25.00 bonds a month together. They have joint savings account. They are saving substantially through insurance.
2864	30-34	M. A. S.	0	10% deducted for bonds.
2865	50 & over	M.P.N.S.	3	Has 10% deducted for bonds. Said everything she earned went into household and even then it scarcely covered the family's needs.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2866	35-39	M.P.N.S.	0	Has one $25.00 bond a week deducted from check. Husband largely maintains home. Do not bank savings. All savings go into bonds.
2867	20-24	M.P.N.S.	0	Has 10% deducted for bonds.
2868	18-19	M. A. S.	1	Has one $25.00 bond a month deducted from check.
2869	30-34	M.P.N.S.	4	Has $5 a week deducted for bonds. Worker spends all her take home earnings on household expenses. They save what they can from her husband's salary. Have a joint bank account. Saving to have something to "live on if it gets hard times and to fix up their two small farms."
2870	25-29	M.A.S.	1	Has one $25.00 bond a month deducted. Has just signed up for bonds. Baby has had pneumonia and just been out of hospital 3 weeks. This has made extra medical expense. Was not covered by group hospitalization. Had just started work and hospitalization was not in effect.
2872	30-34	M.P.N.S.	4	Does not have deductions for bonds. Bought one $25.00 bond. Plans on buying more. Pools earnings with husband.
2873	25-29	M.P.Ex.D.	2	Worker did not get a full pay at Ford's since she quit after 3 days work. $44.36 week - this is what worker averaged at Cadillac where she worked 9 months.
2877	35-39	M.P.N.S.	0	Has $4.00 a week deducted for bonds. Buys extra bonds during drives. Pools money with husband. He pays most of household expenses. Wife helps buy groceries. Most of wife's earnings go into bonds.
2280	45-49	M.P.N.S.	2	Pools earnings with husband.
2881	24	Single	-	Sole support of household.(Earns $160.00 semi-monthly.
2882	25	M.P.N.S.	1	Pools earnings with husband. Has 10% bond deductions.
2883	45-49	Divorced	0	Buys one $25.00 bond a month without deductions.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2885	25-29	M.A.N.S.	2	10% deducted for bonds.
2886	25-29	M.A.S.	0	Does not buy bonds.
** 2889	30-34	M.P.N.S.	0	Has one $25.00 bond a month taken out of check. Every two months and a half buys an extra bond in mother's name and sends it home.
2890	20-24	M.P.N.S.	3	Worker is not buying bonds, all worker's earnings go into household. Pools earnings with husband.
2891	20-24	M.P.N.S.	2	10% deductions for bonds. Will spend all take home earnings on household expenses. Husband has been off work a month because of illness. Does not know the exact nature of illness and Dr. called it enlarged bronchial tubes.
2892	50 & over	Widow	0	10% deducted for bonds.
2894	20-24	M. A. S.	2	10% for bonds.
2895	50 & over	Divorced	0	No deductions for bonds.
2896	30-34	M.P.N.S.	0	Not buying bonds.
* 2897	20-24	M.P.N.S.	0	Sister-in-law did not know whether or not worker was buying bonds.
2898	14-17	Single	-	Has 10% deducted for bonds.
2899	20	Single	-	Sends money back home. Stays with friend. (Earns $50 wk.)
* 2804	25-29	Single	-	Has one $25.00 a month deducted. Worker is earning 85¢ an hour. After 2 weeks she will get 90¢ an hour. She will get a raise each 2 weeks until she reaches the top rate of $1.35 an hour.
** 2888	40-44	M.P.N.S.	0	10% deducted for bonds. Buys extra during Bond drives. Pool earnings with husband. Do not have a joint bank account. Save through bonds.

COMMENTS ON ITEM #18 Detroit -1-

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2901	40-44	M. A. S.	0	10% deducted for bonds. Pools money with husband.
2904	45-49	M. A. S.	0	10% deducted for bonds.
2906	45-49	M.P.N.S.	0	Has $6.25 a week deducted for bonds. Pools earnings with husband. Have joint bank account. Principal object of wife working is to save enough to buy a home.
2908	25-29	M.A.S.	0	Has $9 bond deduction. Saves a little.
2909	18	Single	-	Gives entire check to Mother and Mother says she has to support her even above what she brings home. (Earns $29 week.)
2910	35-39	M.P.N.S.	1	Pools earnings with those of husband.
2912	40-44	M.P.N.S.	0	Pools money with husband's earnings.
2913	30-34	M.P.N.S.	1	Pools money with husband.
2914	20-24	Single	-	Buys bonds every 2 weeks - $25 bond. Did take 1 bond a week until brother left for Army Air Corps.
2915	20-24	Single	-	Pools earnings with those of father. (Earns $35 week)
2916	20-24	Single	-	10% for bonds. Saves money.
2917	40	M.P.N.S.	4	$5 a week is taken out for bonds. Pools earnings with those of husband who makes $46 week. (Earns $46 week.)
2921	20-24	M.P.N.S.	0	10% deducted for bonds. Also has group health and hospitalization. Hospitalization is $1.50 a month. Health (group) Program is $3.00 a month.
2927	50 & over	M.P.N.S.	0	$3 a week is deducted for bonds.
2929	25-29	M.P.N.S.	0	Has one $25.00 bond a week deducted. Pools earnings with husband. Have joint bank account. Save mostly through bonds.
2930	25-29	M.P.N.S.	0	10% deducted for bonds.
2931	45-49	M.P.N.S.	0	Worker bought a $25.00 bond every 2 mon.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2932	30-34	M.P.N.S.	0	Worker is not buying bonds. (Earns $50 a wk.)
2933	34	M.P.N.S.	1	Put money together. Saved $20 wk. in bonds - husband alone does this and she saves some too.(Earns $42 week)
2937	20-24	Single	-	10% deducted for bonds.
2938	20-24	Single	-	10% deducted for bonds.
2939	25-29	M.P.N.S.	4	10% deducted for bonds. Pools earnings with husband.
2941	25-29	Single	-	Buys $25 bond a month. Worker gives her entire check to her Mother. She pays the bills and gives worker what she needs.
2942	18	Single	-	Gives Mother entire check and mother pays for all her expenses. Family sends money to daughter who's in a convent.
2944	18	Single	-	Gives mother check and she budgets. Dad is sick and getting old and she is major support. When brother was home, he helped, but now that he is in the Army, the load is for her to carry.
2946	20-24	Single	-	Sends money back home to parents.
2950	45-49	M.P.N.S.	0	Worker and husband have just been married this year. Husband said "furniture cost us plenty jack". Husband and wife pool earnings. He said I believe in husband and wife putting money "togedder" pay their bills, buy bonds and pay the Govt. Den besides I give blood "every two or three months. He said "I'd rather help all I can, rather than have someone else come in and run this country. There is no country in the world like this country."
2951	30-34	M.P.N.S.	0	Pools earnings with husband. All extra money is used to pay for house. Has bond deduction of 10% of base rate.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
2954	20-24	M.A.S.	0	Pools salary with earnings of husband. Manager to save about $50 a month out of combined earnings.
2961	35-39	Single	-	Is also making payments on house.
2971	25-29	M.P.N.S.	0	Worker's money goes into the bank for the future. (Earns $65.21 semi-mo.)
2972	20-24	M.A.S.	0	10% deductions for bonds.
2973	20-24	Single	-	Has one bond each pay day deducted from earnings. ($25.00 bond).
2975	20-24	Single	-	Buys one $50.00 bond a month through deductions. Buys extra bonds during drives usually a $25.00 bond.
2976	20-24	Single	-	Buys one $25.00 every six weeks through deductions. Buys one $25.00 bond each bond drive. Combined it averages 12% for bonds.
2978	24	Single	-	10% bond deductions.
2981	20-24	M.P.N.S.	0	Pools earnings with those of husband. Shares expenses with husband.
2982	20-24	Single	-	Has bond deduction 10% every pay.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
3002	20-24	Single	-	10% deducted for bonds.
3004	20-24	Single	-	10% deducted for bonds. Also buys one $100.00 bond whenever there is a bond drive.
3006	25-29	Single	-	Worker said practically all she made went into household expenses. 10% deducted for bonds.
3007	40-44	Widow	0	Worker seldom works a 6 day week. Usually works 5 days a week. Take home earnings for 5 days are $33.00 a week. 10% deducted for bonds.
3011	29-24	Single	-	Has (2) $25.00 bonds a month deducted from check.
3012	18-19	Single	-	Buys one $25.00 bond a month.
3013	35-39	M.P.W.S.	0	No deductions for war bonds. Pool earnings with husband.
3014	25-29	M.A.S.	0	Does not buy bonds. Husband in service buys a $50.00 bond a month and sends it to her.
3020	25-29	Single	-	10% deducted for bonds.
3021	20-24	Single	-	Buys a $25.00 bond every two weeks, deducted from check.
3023	25	Single	-	Gives mother entire check and gets back about $5 for herself.
3027	25	Single	-	Her earnings and contributions were so unstable that only hasarded a guess of $15 to $20 for earnings and couldn't give any estimations for contributions. (Considerable illness).
3036	19	Single	-	Interviewed sister. Not sure of wages but knows that sister gives some money for household.
3037	20-24	Single	-	Sister who was interviewed doesn't know earnings. Worker does give money for household.
3040	45-49	Widow	0	Buys bonds.
3044	30-34	Single	-	Buys bonds.
3045	20-24	Single	-	Buys bonds - 10% of pay.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
3046	45-49	M.A.N.S.	0	The take home earnings quoted are workers average earnings while at Ford's. Worker has been off because of sick leave. Has been under treatment for gall stones. Expects to go back to work in 2 weeks at Ford's.
3047	20-24	M.P.N.S.	3	Does not have bond deductions. Husband buys bonds.
3048	18	Single	-	Gives check to Mother and gets $15 week allowance.(Earns $54 wk.)
3058	20-24	Single	-	Buys bonds. Has about $100 in bonds.
3059	35-39	M.P.N.S.	4	Pools earnings with husband.
3063	40	M.P.N.S.	1	Buys bonds - 10% of salary.
3064	18-[illegible]	Single	-	25% out of wages for bonds
3070	40	M.P.N.S.	0	Pools earnings with husband.

SCHEDULE NO. COMMENTS OF WORKERS DETROIT

2549 This girl is a cripple, but seems to do her work well. She could never do any other type of work. (Jr. Clerk-Typist) Father is in his 60's and doesn't expect to work much longer. Sister works at Fisher Body in the factory. Has two brothers in the service, but tney don't send any money home.

2585 Sister has fellowship in psychiatric social work. She works during day and goes to school at night. Has two brothers in service. Clerk-Typist Government OEM.

2590 Working and saving for the purchase of a home. Husband works in Ordnance Division of War Department as an inspector. Base salary $2300. Husband contributes toward the support of his mother. She owns her own home and has small income from roomers. Her home is not entirely free from debt. She is quite old. At any time her health fails, husband will have to assume complete financial responsibility since he is an only son.

2591 This is worker's first full-time job. In addition, is taking night classes in journalism in Wayne University. She has 12 undergraduate hours toward a degree.At present, Asst. Clerk-Stenographer. Not necessary to support herself but she wishes to. Working to finance own education. She is enrolled in night school at Wayne University and working toward a degree. Father works at Ford Motor Co. Rouge Plant as a Pressed steel operator. His earnings are approximately $3,000 annually before deductions. He is buying more than 10% bonds. Almost a $25 bond a pay. Brother 14 is in Intermediate H.S. in 8 S. Brothers 16 and 17 are in Cass Tech. H.S.

2593 Worker is Govt. Agency Stenographer-Clerk.Likes feeling of responsibility work gives her. Father is a bricklayer. He works for himself. His work is affected somewhat by weather conditions, do is somewhat irregular.

2595 Worker has son 17 by a former marriage, she is working to educate. He graduates from H. S. this year. She expects to send him to college. She is clerk-typist. Husband works at Chrysler-DeSoto Plant, as a machine operator . His take home earnings are around $50 a week.

2598 In addition had 6 months business training at Detroit Business University after completing High School. Also took a one-year course in Advertising and design at Wayne University. It was a non matriculated course. Worked in father's office (roofing and sheet metal) business, had general office work. Father owns and operates the Ring Brothers, Roofing & Sheet Metal firm. He used to be in business with his brothers. Now he is sole owner. His annual earnings are approximately $4,000 a year.

2599 The firm worker was employed by painted and lettered trucks. Worker did clerk-typist duties. Father works for National Stamping Company as a tool maker. Brother 20 is studying for the priesthood. He is at Notre Dame in College. The family send him money regularly. Worker's mother and father have complete financial responsibility for worker's grandfather, who lives in his own home next door. They pay the taxes on his home. He has small income from a room he rents.

2601 Worker is a stenographer. Father is a carpenter. He sometimes contracts for jobs independently and other times works for a contractor. His earnings vary. His earnings seldom fall below $50 a week. Brother 16 is in H. S.

2605 Likes to work to meet people. Worker is Secretary WPB. Is used to working and dislikes housework. "Would just die if I had to stay home and keep house." Has no children.

2619 Has A. B. from University of Michigan. Father is an independent building contractor. Worker is a Field Representative in Government.

2621 This is worker's first job. B. A. in Economics at Mary Grove College. Government office worker. May live in Canada. Marrying a Canadian boy. Mother has income from an estate of $17,000. The principal can't be touched as long as her mother's mother lives. Worker's mother receives the interest each year. The estate is in Canada. Father is a real estate broker. His earnings last year were approximately $3,000. Brother 23 is working at Briggs Mfg. Connor Plant as a chemical Engr. His take home earnings are around $350.00 a month. Sister 18 is going to the University of Toronto.

2622 Worker is a very light mulatto with blue eyes - quite beautiful. Was petticant. B. S. Loyola University, Chicago, Ill. Divorced. Supports child 15 months old. Baby is in an institution in Chicago. She said she had had some trouble with her husband and couldn't tell me about it. I sensed that the baby was not normal. Receives an allotment from husband for baby.

2624 Worker is Asst. Clerk-Stenographer, Government. Husband works at Dodge Truck Division of Chrysler Motor as a Bus Driver. Was formerly a contact man. Was temporarily put back to lower rate of pay. Take home earnings are $43.00 a week. Son is in H. S. He expects to graduate in June 1944.

2625 Worker is stenographer in Government. Father works at Ford Rouge Plant in Dearborn. He works around Blast Furnaces. His take home earnings are approximately $100 every two weeks. Family receives $35 a month for the rental of a flat and garage and another garage rents for $3.00. This flat and garages go with the property parents are buying through Home Owners Loan. The rental helps with the loan payments.

2627 Worker is Asst. Inspector in Government. Also partially responsible for support of mother. In addition to High School worker has had about 5 years business training on night school of Detroit Commercial College. Brother works for Ford Motor Rouge Plant, as an apprentice electrician. He buys two $25 bonds a month. Sister thought his earnings would be aronnd $3,100.00 annually. Brother and worker share the financial responsibility for mother.

2628 Worker in addition has L.L.B. from Wayne University. This represents about 3 yrs. beyond regular 4 yr. college course, leading to A.B. Degree. It is interesting that the worker and her husband have opened their home to three American Japanese girls - two of whom are Buddahists and one of whom is a Catholic. The girls takes care of the house and prepare the evening meal in return for their living quarters and cooking privileges. Worker has a son who is a mute, retarded child, in Portland School, Romeo, Mich. $50.00 semi-monthly for his tuition. Husband is an attorney practicing for himself. His net earnings around $4,000. Mother whose working hours correspond closely to younger child's school hours. Worker earns $82.49 semi-monthly.

2629 Worker is an Inspector Government Agency. Has A. B. from Wayne University in Education. Supports 2 daughters 14 yrs. and 11½ yrs. Children are in Alma College, St. Thomas, Ontario. The yearly tuition is $1150.00 a year. This plus clothing, spending money, train fare, etc. Worker earns $90.26 semi-monthly. (With their mother during summer vacations.)

2633 Secretary WPB. Graduated from High School at 16 but before that, did part time sales work, stock clerk and took care of children. Will work to furnish a home after the war. Her husband was in CCC, prefers Idaho, loves the country. She prefers Colorado because of the horses and ranching. Was recommended for a CAF-4 position 4 times but every time held up because of change of offices. It's very difficult to get promotion in Army Air Corps. Review Board asks questions on current events, describe your job etc.,and then Board passed on your promotion.

2641 Is planning on joining the service at the beginning of next year. At present Accounting Clerk-Audit.

2653 Regional Control Clerk - WPB. Her husband died and she went to work; before that she hadn't worked since she married. Before marriage worked for 15 years. Had business college training. Has small amount of income each month, insufficient for any support. Has 2 daughters overseas with the Red Cross - one is in India, the other is in China.

SCHEDULE NO.	COMMENTS OF WORKERS	DETROIT

2663 Secretary WPB. Husband wants to get M. A. after the war and so she'll work to put him thru. Earns $70.52 semi-monthly.

2674 Worker on Trim line - American Aluminum, Aircraft Parts. Brother is working in a factory. He pays worker around $16.00 a month. He is sending mother money in Mississippi. When she comes back from her visit, he helps with mother's support. Worker's mother is a normal part of the household, but is on an extended visit to Mississippi. They do not know when she will return.

2675 Worker is from New York. Separated but not divorced. Said husband is in the service, but that don't mean a thing. Haven't lived together over 3 years. Helps brother and wife. He had 3rd degree burns on left leg. Was a mechanic. Was injured in automobile explosion. He was off work from July 26, 1942 - March 1, 1943. During that time she helped them and is still helping them to get on their feet.

2676 Husband has been in Army 20 months. Worker said she had never worked so hard. She said if the war would end tomorrow, it would take 6 months for my husband to get home. I would quit and try to live on what I have made until he gets home. Earns $40.00 a week.

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2701 Finds job very hard work. (Riveter - Briggs-Connor) Has to wear glasses now because glare of light is bad and gives her eyestrain. However, she likes the job. Mother was interviewed. Said that girl has become very nervous and jumpy. She has to get up very early and the riveting is strenuous. Worker is going to be married.

2705 Welding - American Metal Products Corporation. Had to quit factory work because it's too difficult and now is looking for office work, but there's some difficulty about a release.

2706 Radio-Drill. Briggs Mfg. Co. The hours were too early and she sent daughter to Illinois to live and she missed her too much and had to quit when she brought her home. Will wait until school is thru and then niece will come up from Illinois and take care of child. Paid mother-in-law $5 a week to care for child. Child 4 years of age.

2708 Riveter - Aircraft, Ford Motor Company. Came from Barnesboro, Pennsylvania, because the pay was low and the work in shirt factory hard. Earns $100 2 weeks.

2709 Riveter - Aircraft, Ford Motor Company. There were 3 friends who did the same work and left their small town at same time (Barnesboro, Pa.) and so far they've worked for identical companies. Formerly employed as shirt factory workers. Will get married after war and whenever he gets job, they will live. Earns $107 2 weeks. Sewer in shirt factory previous to riveting.

2710 Riveter- Aircraft, Ford Motor Co. Came to Detroit because didn't earn much back home (Barnesboro, Penna.) Was employed at Murray Shirt factory in Penna. Will stay in Detroit if she has job.

*Some 2600's on Page 53.

2679 Worker is 18. Employed as Inspector-Labeler, Jenkins Chemical Company. Father has heart trouble, can't work. Mother is not well either, has tuberculosis and also cannot work.

2680 Worker is a bookkeeper. The only income coming into the house is the worker's salary and the allotment, of $80.00 from brother. Had to cut off buying bonds because couldn't afford them. Mother, sister-in-law and small child, other members of household.

2688 Aircraft worker, Aeronautical Products Inc. Gives Mother her pay check. Earns $32.00 a week. Her brother is about to be discharged from Army because he's nervous.

2689 Core maker - Aircraft, Packard Motor Company. Hopes she doesn't have to work after the war. It is too hard.

2690 Assembler - Chevrolet Gear & Axle. Needs to work. Undecided about where she'll be after war, depends on where she gets a job. From Willow Rock, Arkansas.

2692 Saleslady - J. L. Hudson Department Store. Husband joined Navy 2 years ago - he's 42 and now is in Africa. Husband is coming home in July and will be stationed in States and she'll quit to be with him. Earns $22.00 week. Daughter takes care of two smaller children. Receives allotment from husband.

2693 Typist at Packard Motor Company. Intends to be married after war. Earns $30.00 week. Has two brothers in Army, one in New Guinea.

2696 Welder - Highland Park Schools. Completed welding course under F.S.A. sponsored by U. S. Office of Education. Has never held a job in private industry. Took sick with a cold after she finished course and has not tried to find a job yet. Doesn't plan to do work in welding. Took training for the big money she knew welder's were being paid. Found that work was too heavy and the glare was too hard on her eyes. Is going down to 431 Howard at Government Printing Office and is going to try to get a job folding blue prints. Worker feels capable to holding a full time job in private industry. The WPA sewing project shut down in February 1943. Since then she has been living with daughter and husband. I asked her if she felt compelled to seek work since she had a good home. She laughed and said "I know I'm too old to work, but what are you going to do when you ain't got nothing?"

**

2711 Inspector - Aeronautical Products Corporation. Works overtime occasionally. Has wonderful union - got them a raise and $800 in back pay. Got them music and lots of privileges, that keep up the morale.

2715 Assembler - Ordnance - Dodge-Main-Chrysler. Was laid off for two months. Got this new job about three weeks ago. Is working now to help out with the war. Has never worked in "men's" factory before. Likes the job and doesn't get tired.

**Some 2700's on Page 52.

2723 Milling Machine Hand - Fisher Body. Worker and husband support husband's child who lives with grandmother. Son is 17 and will be drafted. Husband is not well. Has to take leave of absence sometimes, because of health. This worker has never taken a day off. Is only loaned to General Motors. Has to go back to Turnstedt after the war. At Turnstedt's she has another type of job.

2725 Screw Machine Operator - Packard Motor Company. Has to take time off occasionally because home and job are too much work. Sister takes care of 2 children for worker.

2728 Machine Operator - McCord Radiator. Worker gets tired from her job. Noise of the factory and the "men yelling" make worker nervous. Mother who was interviewed, don't know if worker will go on working. Allotment from husband $50 monthly.

2729 Milling Machine Operator, Natl. Twist Drill & Tool Company. Husband wants wife to stop working. She works now because she and husband want to buy their own home.

2730 Inspector - Bohn Aluminum. Took job because husband's wages wasn't enough, to pay bills and for cost of living. Earns $49 week. Job is tiring. Midnight shift is hard and can't take day shift because of child. Husband is home from work, while worker is working.

2731 Lathe Operator, Falls Spring & Wire. Is separated from husband. Earns $53 week. Worker must continue to work after war, as she is sole support of father and child. Father gets pension of $33 a month - Old Age. Father uses money to buy clothes, but does not give worker anything for room and board.

2733 Drill Press Operator - Ordnance - Budd Wheel Corporation. Working to help out the war effort. Likes the work very much. Earns $42.02 week.

2734 Press Operator, Briggs Mfg. Co. Said no one could "sit down unless they was rich." Said she and her husband had just got married. Said they would both love to work after war to buy furniture and "set up housekeeping." When husband returns, she will have to continue to support mother. Husband expects to have to help his mother. Sister works in restaurant as waitress.

2737 Inspecting broaches (bearings) Bohn Aluminum & Brass Corporation. Worker quit because the "Mike" was too hard on her eyes. The "Mike" is a small gauge that measured ball bearings. Each measurement was 1/25,000 of an inch. Worker was on the night shift and could not stand the eye strain. Husband works at Vickers Corp, as janitor. His earnings $48.53 (take home) and has nothing taken out for bonds. Worker expects to be off 60 days in order to get a release. Since her reason for quitting seemed legitimate (eye strain), I suggested that she go to U.S.E.S. to see if she could get a release sooner than this.

2739 Secy. Govt. Smaller War Plants Corp. Husband may stay in Army if job insecurity is too great and so she isn't certain about where they'll live. Both would prefer work outside of the Army, but after all "we have to make a living."

SCHEDULE NO. COMMENTS OF WORKERS DETROIT

2746 Analyst - Govt. WLB. Will either work, or she and her husband will get M. A. If they go to school, they'll live at Boston. Hasn't received a check yet.

2747 One-third owner of Embroidery Shop. Mother and 2 daughters own embroidery shop. Two girls run shop and live at home. They use what they need from what they take in from the shop and at end of year divide profits equally. Father works at Ford Motor Company - Aircraft building, milling machine operator. His take home earnings $45 to $50 a week with 25% deductions for bonds. Brother works at Ford Motor River Rouge Plant. Per wk. His take home earnings around $54, deductions for bonds, 15%. Mother works Ford Motor Highland Park Plant, grinder; take home earnings around $40 wk. with 10% deductions for bonds. Sister helps operate embroidery business on same basis as worker.

2748 ✓ Sr. Matron in Cafeteria - Michigan Bell Telephone Co. Quit school for "lousy job" and now she's sorry, had to work hard. Likes her present job now and they'll keep her after the war. May be she'll get a nice man who'll say "woman stay home". But job is nice. They give her, her meal and nice clean uniform. Mother says - my husband is working, so I want girls to save money for when they get married.

2749 Military Secret - Government worker. She wears uniform with U. S. buttons on it and her Mother says that she tells no one where she works or what she does.

2750 Burring - Ford Motor Co. Aircraft. This is worker's first job and she said "I just hates that." She said the women where she worked were "all pegged out." Worker said factory work was not for women. Regularly works 8 hours a day. The standing all day is too hard. The burring itself is light, but it is the standing. Because of the safety regulations factory worker's can't wear gloves because the glove might get caught and the worker lose a finger or a hand. Not wearing gloves, she gets pieces of steel in her hands. She does not like factory work, but husband is in Sicily. Rent $50 a mo. Thinks she must work until he comes back. Worker said if her husband came home unable to work that she would want to work and take care of him. Before husband went to the Army he worked at Ford Motor Co. in Construction Dept. Thinks husband should have 6 months rest after he gets out of the Army. Earns $84 semi-monthly. Negress helps clothe two sisters 10 and 12, who live with mother in Louisiana.

2752 Private Secretary - Ford Motor Co. Has not been working steady, as she has been ill. She has an inward goiter. Mother-in-law is a minister. Father-in-law does janitor work, chauffeur's work in the church.

2753 Wage Analyst - N.W.L.B. Govt. Is almost finished college - at night school. Has brother who is a prisoner of the Japanese.

2754 Manager - Oriole Record Shop. Husband was discharged in 1942 with a medical discharge. He expects to be called back. Husband works at Mid West Hydro Pierce as a tool and die maker. His take home earnings are about $60 a wk. 10% bonds

2762 Stenographer - Ordnance - Chrysler-Highland Park. Worker did not move to Detroit to get war job, as she previously had worked at Lockheed in Calif. Her husband was inducted so she moved to Detroit to live with her father and mother-in-law. $51 bi-weekly. Husband's allotment $50 monthly.

2767 Secretary to Director - Smaller War Plants Corporation,Govt. Took night course but no degree. Mother has property. She utterly refused to give any information, it was absolutely the exception in the entire group that I interviewed. She got very self righteous and said she didn't have to, I didn't insist.

2770 Candy Packer - Sanders Factory. Was trying to get into a factory, but is very small and the work is hard. So decided to stay at Sanders. She likes the job very much. Uncle sends worker bonds regularly and money now and then.

2776 Milling Machine Operator - Natl. Twist Drill Co. Worker has worked continuously since 1929, except two months when she had pneumonia. She said she was not dependent upon her own efforts for support, but didn't think she could get along without working. Husband works at Fisher Body at Plant 23, his gross earnings are about $54.00 a week before bonds and taxes come out. Has 10% bond deductions. Husband has an aged Mother 75. He sends her $25.00 a month.He has a little girl 11 years old. He clothes the child and sends her money. Child was born out of wedlock to a girl he was going with. He "claimed child but never married her mother." Worker has one child.

2780 Clerk - General Motors - Public Relations. Went to college in Pennsylvania. Earns $65 semi-monthly. Has four brothers in service. Dad is in Pennsylvania. Gets check from Dad.

2783 Dimpling - Aircraft - Ford-Lincoln. Went to school in Italy. Would like to work, but if soldier wants job it wouldn't be fair to him. Buys bonds and repairing house. She's working to help win the war and to help support family. Everything is so expensive. Has 2 children. Sister cares for them.

2784 Assembler - Airdraft - Briggs Mfg. Co. Pools with husband and they just bought a house and so their saved money goes into payments on home. Worker's take home earnings $31.00 week.

2799 Riveter - Chrysler Motor - Aircraft. Earns $30 week. Supports invalid sister and baby by first husband. She keeps baby while worker is on the job. Gives sister who is an invalid $20 a week for her support and for the care of worker's baby. Sister lives near worker in Detroit. Worker is divorced.

2800 Janitress - Diesel Gen. Motors. Supports self and mother who is unable to work. When worker was hired she "put in as a janitress." When they gave her a job it was as a sweeper, after you have been there 6 months you are supposed to be up-graded. She said she had been there 8 months and so far "I Haven't got anything but the broom." When she asked her union committeeman in the department where she worked. He said she would have to wait until more colored girls were hired, before they could be up-graded. The plant has not hired any colored women in 6 months. Some of the colored women have quit because they have not been up-graded. She said that many of the colored girls have taken defense training and can run presses, weld, and run machines, but they have never had a chance at anything but janitor work.

2800 (continued)
The company refuses to let colored women do anything but custodal work. The only colored girl who isn't sweeping is a girl who was hurt, in an accident, was struck by one of the little trucks used in the plant while on the job. On a doctor's statement she was given work sitting. She is doing stock checking. Worker earns $36.99 a week.

2802 Riveter - Briggs Mfg. Co. Worker said she would need to support self. There has been marital difficulty. They were separated before, husband went into service. Does not think she can depend on him for support after the war. Receives no allotment. Worker earns $42 wk.

2805 Inspector - Briggs Mfg. Co. Worker reported for work on Friday, first week in 1943. She inhaled acid gas. Two colored men were supposed to take care of the acid tanks. They went out on strike and failed to shut the valves. Her mother said she collapsed on the job and was taken to the hospital. She was in the hospital 4 days. She was home 6 weeks and returned to w ork - and was employed until about a month ago. She is not well and was never able to work a full week. She has been off work a month. She is under a doctor's treatment. She had X-rays taken yesterday but does not have the report yet. Mother said the attorney for CIO was handling the case. Her mother said that the daughter had been to Ann Arbor for an examination. She was sent there by the Michigan State Industrial Commission. Worker earned $39 week. Father works at Briggs, Maintenance Department. Take home earnings are around $60 a week.

2808 Milling Machine Operator - Aircraft - Cadillac. Earns $46.45 week. Husband is ill, has not been able to work in over a year. Wife is sole support of family. Has one child.

2812 Machine Operator - N. A. Woodworth - Aircraft. Husband has been in service 27 months. Was overseas 26 months. Has just returned to the service from a 20 day furlough. Worker had pleural pneumonia. Worker is quitting work in 3 weeks. Doctor said she was on the verge of having T.B. Has has pneumonia 3 times. Doctor has advised her to go South. Had bronchial pneumonia in January and February of 1944. Doctor thinks rest and sun will help worker regain health and recommends a warm dry climate.

2815 Roller - Cigar maker - Jackman Cigar Factory. Worker was in 7th grade. As soon as she was 16, she got "her working paper" because her family needed her earnings." Earns $19 week, (take home earnings). Husband works at Packard Motor. He gives out rags on a big truck. His take home earnings are $41.58 a week. Of this, $8 a week has been deducted for bonds. He gives his wife $30 a week. She supplements this with her own earnings. Wife is crippled. One leg is shorter than the other.

2817 Burrer - Briggs Plant - Ordnance. Worker received A.D.C. assistance for self and daughter. Earns $40.00 week. Worker's daughter 19, is senior in high school. She lives at home and is not working.

2819 Comptometer operator and general office work, Parker's Outlet (Chain Store) Worker is the sole support of her mother 72. Mother is Polish & speaks no English. Brother-in-law owns and operates a restaurant and tavern.

2820 Telephone operator - Michigan Bell Telephone Company. Hopes to be married soon after war and be able to quit after a year or so. Earns $25 - $30 week.

2821 Stenographer - Michigan Bell Telephone Company. Brother is sick just now, but usually he works. She says that she'll probably work all her life, because she can't have any children and she wants to do something. Expects husband to be drafted.

2822 Car-cleaner. Quit after 2 weeks because it was too hard, besides it was outside. Can't get job, and thinks it's because she's too heavy, so she's on a diet now. She made it up herself and lost 15 lbs., but she talks of having salads with 6 eggs, so I guess that the diet is not too strenuous. Gets allotment from brother in Navy. Help from A.D.C. for the mother and 2 younger children.

2830 Packs Parts - Ordnance - Ft. Wayne Army Ordnance. Sends about $30 a month, to her Mother in Bernice, Louisiana. Mother is too old to work and depends on her children. She has 5 children, 3 of whom help her. Husband said he had been trying to get his wife to quit work for two years. Said he would rather have her stay home and keep house. When I asked what he thought she would do, he said "I think she will keep on working." She "loves to work." Husband has son and daughter ages 18 and 22 by a former marriage. He is sending them both to college. He pays tuition fees which are approximately $800.00 for a 2 semester college year, including clothing. Son has a part time job. Husband is financial secretary of Elks Lodge He worked at Packard Car Co. as a core maker. He quit Sept. 1942. He got hurt and was put on a suspended sick roll; The company would not put him back on the job. As financial secretary to Elks he gets 5% of all money that is taken in. This amounts to about $100 a month.

2832 Has M. A. in religious education. Was with WLB in Washington - November 1942. Came to Detroit October 1943. Worker does case investigating - Government WLB. Earns $103 semi-monthly. Came from New York, N.Y.

2835 Has M. A. degree in economics. Worked before she was married and after that a short time - has just resumed work again. Her marital status is being changed, and she will have to work. Has her own apt.

SCHEDULE NO. COMMENTS OF WORKERS DETROIT

2836 Wage rate analyst - WLB Govt. Has done 1 year(college) Graduate work in education. Gives piano lessons to supplement earnings. Has own place. Earns $74.14 semi-monthly.

2844 (negress) Stenographer - OPA - Legal Dept. Worker's husband is Minister, so she has plenty of "outside" work. Worker moves as husband's work changes. Came from East St. Louis, Illinois. Earns $63.00 semi-mo.

2853 Secy. CAF-4 - OPA - Govt. Took two years additional night school work at East Commerce High & Wayne University for which she did not receive credit. Father works for Detroit Street Railway Company as a coach driver. His gross earnings are between $60.00 and $70.00 a week.

*2859

2860 Secretary - OPA - Govt. In addition 5 months business training at Ferris Institute. Big Rapids, Mich. Has had bond deductions cancelled last August, to catch up on medical expenses. Worker was in hospital for treatment. Worker bought 4 ($25.00) in February 1944 and one $25.00 in April, independently.

2865 Assembly Line - Aircraft - Hudson Motor Company. Has been off 7 months on sick leave. Returned to work April 7, 1944. Husband was hospitalized during this time, and worker was caring for him. Supports husband, daughter 15, daughter 13 and son 9. Daughter 18 is seeking work. Husband has had a stroke. Has a bad heart, is hard of hearing, has high blood pressure and has been unemployable for 4 years.

2867 Wing Assembly - Aircraft - Briggs Mfg. Company. Paid $1.02 an hour. Husband was discharged from Army April 6, 1943. He received a medical discharge. Received $100.00 bonus but nothing else. Sends mother $10 a month. She lives on a farm in Hickman, Ky. She has no support except from her children. There are 12 children. Worker and husband own a home in Booneville, Miss. Husband works at Briggs also, in lumber department as a carpenter's helper. His take home earnings are between $40.00 and $45.00 a week. He has 10% bond deductions. Worker earns $36 wk.

2868 Gives out parts for automobiles - Murray Body Company. This is first job. Earns $35 week. Allotment from husband $80 for worker and child. Worker's father is able to work, but can't get birth certificate to work in defense plant. Church burned down, so baptismal record was destroyed.

2869 Machine riveter - Briggs Mfg. Company. This is worker's first job. Worker and family are from Lewisburg, Ky. Husband works a different shift, and can be with children while worker is employed. Husband's brother attends the two small farms family own. Tobacco and corn are chief crops. Get a part of the crops as rental. What they get depends on the season.

2871 Assembly Line - Ordnance - Chevrolet Motor. This is worker's first job. She said "This is the first job I ever had jist a workin steady." Worker said she used to have a pain in her side and that she always suffered from that "complaint." She was under a doctor's care. $50 a month to Mother. Worker said she didn't support her mother. She just gives her Mother what she wants to.

* See page 60.

2873 Drill Press Operator - Aircraft - Ford Motor Company. Over a period of 9 months worker averaged $44.36 a week. Childrens father (worker's divorced husband) is supposed to pay $15.00 a week for children's support. Is behind $110.00. Just sends money when he feels like it. Worker has two girls 4 and 6 by first marriage, who are kept in a boarding home licensed by State of Michigan. Board costs $20.00 a week for the two children. This takes most of worker's earnings.

2878 Welder - Ordnance - Falls Spring & Wire Co. Hasn't worked since World War I Worked in factories. When interviewed, the worker was at home on a 2 week's leave of absence. She had been injured in the plant due to the negligence of a co-worker. The doctor said she had strained the muscles in the upper part of her left arm so badly that blood clots had formed and that she would be unable to work until they had disappeared completely.

According to the worker, she and nine other women who have welding jobs similar to hers have been treated unfairly. They are paid a dollar an hour but have requested an increase in wages and have even applied to the WLB but to no avail. In welding, the hot spray of the fire throws sparks on the workers clothes, burning holes in the overalls gloves, shirts, and even this damage of clothes, welders must buy new outfits much more often than do other laborers. For example, one pair of gloves which cost about $1.25 lasts only a week. Not only do they become ragged from burns but they are also torn and ripped from the handling of sharp metal by the worker.

The worker complained that the company had hired a man as a welder and had paid him $1.15 an hour. However, when the women protested, they immediately fired him. The 10 welders (women) have tried to get some action through their union, but it seems that there is a rule of some kind that a question like this must be settled by a vote of at least 25 people. Since there are only ten interested and employed on this job, it has been practically impossible to have the subject brought up at a union meeting. On top of this, when it was decided that the union would discuss the situation at a Sunday meeting, the women were forced to work overtime at the factory. The worker does not know if this was a deliberate act on the part of the factory to keep the welders from attending the union meeting.

The worker also complained of the rate of work that is expected of her. It is rather difficult, and during some steps she cannot wear gloves and often burns her hand from the spray of the welding torch. Company asks women to finish at least 350 bond racks an hour. The worker has never been able to do more than 900 a day, at her very best, and she is so exhausted after working that steadily, that she is ill. The worker's are not paid by piece-rate, but they are urged very strongly to meet the rate.

The worker was rather dubious about the good that the WLB can do. She thinks they should send representatives into factories to see what actually is going on. She is sure if WLB would see what she and the other women have to do, they would grant an increase in pay. Worker earns $30.00 a week.

2879 Floorlady - Woolworth Dime Store. Had to go to work when brother went into Army. She supports her mother. Father is dead. Brother sends $37 month allotment.

* 2859 Secy. CAF-4 - OPA - Govt. Adm. Secy. to Director. Earns $55.95 semi-monthly. Husband, a world war Veteran, is a RR Postal Clerk. His earnings are small and uncertain because of his health. He has diabetis. He lost 6 mo. last yr. and 6 mo. the year before because of illness. Wife has had 2 operations within 2 yrs. and in 1942 had a fire in their home. Had to completelu refinish the interior of house and replace furniture. This has caused a disproportionate amount of money to go into home for medical expense. $2500 yr. husband's base pay.

2883 Machine Operator - Ordnance - Electromaster. Worker said "Schooling is something I didn't get any of. To be honest I didn't even finish the 2nd grade." Earns $54.00 week. Sends about $5 a week to Mother who lives with brother. This clothes her and gives her spending money. Brother who farms gives her board and room, but has little ready money. Worker also takes care of doctor bills or any other unusual expenses for mother. $7.00 a week from woman woman worker has boarding and rooming with her.

2885 Spray Operator - Ordnance - McCord Radiator Company. Separated from husband 2 years. Not divorced. Husband does not work. Spends money in beer gardens. She does not ask for support. Worker supports two daughters ages 4 and 3 years.

2886 Works on Apple Machine - Bakery. Started work soon after husband was inducted into the Army. Supports grandmother who lives with her. Said "I needs to help my husband." I asked if she needed to support herself when he returned from service. She said "No but the way I see it the more I works the more we'll have." Husband is in service but he has not allotted his money to his wife. He has been in the service since last August.

2887 Press Operator - Ordnance - Chrysler Motor. Helps brother who was discharged from Army. She helps him whenever he gets sick. He has been out of army 3 or 4 months. Worker and husband don't get along and he won't support her, the landlady said. Husband works Detroit Street & Railway Company as a bus driver.

2889 Riveter - Briggs Mfg. Company. Has been working since she was 15. Worker supports her son 15, and Mother and Father. Father is paralyzed in one arm. Sends Mother and Father $15.00 every two weeks - to New Orleans. Mother is 62 and Father 63. Husband works at Westinghouse as a grinder. His take home earnings are $50.00 a week. He has $2 a week deducted. Son 15 attends school. Husband does not send money to his family.

2891 Masking - Aircraft & Parts. This is worker's first job. Came from Rella, Ky. Earns $40 a week. Husband has been working at Budd Wheel burring shells. His take home earnings about $45.00 a week. Did not have deductions for bonds. Husband has been off work a month. Doctors do not know when he can return to work. Until husband returns to work, his wife is the sole support of family.

2895 Numbers Blue Prints - R. L. Polk & Company. Were receiving help from Welfare for about 8 years. The welfare helped worker get her present job. Son-in-law works at Willey's Carbide Tool Company as a grinder. His take home earnings are $60.50 a week. He has a raise coming, but his wife didn't know how much it would be. He has been buying bonds. Stopped to get caught up with bills. Wife had appendix operation. Just got baby paid for. She is 6 months old. Just have furniture to finish paying for. They have just been married 17 months. Will start buying bonds soon. Worker earns $52.50 a week.

2896 Packer - Henkle's Flour Mill. Husband has acute heart trouble is unable to work. $51.24 is a normal 48 hour week. Workers report for work and if they don't have anything to do they are sent home. The winter season is the busy season. Summer is slack. Average $18 - $22 a week take home earnings. Worker has index and middle fingers of right hand injured, December 15, 1945. Something went wrong with the machine that packed the flour. She told the girl she worked with to shut off the machine. She put her hand into the Agitator to see what was wrong. Just then the girl turned the motor on. The tip of the right index finger was cut off and the middle right finger was mangled. Worker was off work 5 weeks. Received $20.00 a week compensation. No other payment. The nerve must have been cut, for it left her with a constant tremor in her arm which resembles palsy. The company did not cut her wages when she returned, but she is unable to go back to packing.

2902 Riveter - Aircraft - Briggs Mfg. Co. This is her first job. Earns $50 week. Worker from Quoway, Mich. She lives with friend of the family who just takes nominal fee, but really don't want it at all. Pays $2.50 for room and home privileges per week.

2907 General Packing - Stearns (Chemicals) Girls should get out of factory work and put the men in their places. Gives entire check to mother. Earns $22 week. Has three brothers in service.

2920 Bookkeeper - Credit Bureau. Worker from near Buffalo, N.Y. Aunt does not know if worker will go back to N. Y. She came to Detroit to get a job. 17 years of age. Earns $20.00 week.

2922 Press Operator - Aircraft - Briggs Mfg. Worker earns $1.10 and 5% extra for night shift. Worker is going to try and buy a home with her earnings. Earns $43.24 week. Husband works at Westinghouse, works on war contracts. He is a "leader" under the foreman. His take home earnings are around $55 a week. He buys $9.50 a week in bonds. Gross earnings are around $51.50. Husband said before the war, he worked as janitor for $35.00 a week, but that you could do more with that, than he could with present earnings, because prices are so high. Wife spoke and said they were getting along lots better now than when she was doing day work. She said doing day work, you worked yourself to death and didn't get anything for it. Now that both are working in defense plants wife said they have a better apartment and better living conditions. They are able to save more now. When husband was doing janitor work and she was doing day work, she said they were not able to save anything.

2928 Branch Librarian - Lothrop Branch. Has Library of Science Degree. Retirement optional at 65 and compulsory at 70. Earns $185 month. Aunt is retired, would have her own income. Worker has paying guests living in her home.

SCHEDULE NO.	COMMENTS OF WORKERS	DETROIT

2943 Packer - Farmcrest Company. Worker earns $22.00 a week. Really is cousin's daughter but when worker's Mother and Dad died at age of 8, her cousin took her in and raised her like their own child. She calls them Aunt and Uncle and from what I observed at home, they're all very devoted.

2947 Waitress - Restaurant - Jim's Cafe. Worked at Briggs for 1½ yrs. but quit because didn't feel well working there. Gets meals at the cafe over and above her earnings. Worker earns $27 wk.

2949 Riveter - Murray Body Corporation. Went to girls vocational school and took up the trade of sewing. Work is hard in factory, have to do a certain amount of work, and the pace is too stiff. Earns $51.00 week. Doesn't want to work, hates working in factory and so she'd like to find some man to support her and get married.

2958 Asst. Supervisor - Army Signal Corps. Technical advisor knows Spanish and wants to go into commercial art field. Earns $62.20 semi-monthly. Plans to go to (Rio) South America after war.

2967 Secretary - Govt. Army Signal Corps. Has college courses at night. Has business school training. Earns $57 semi-monthly. Family has property.

2970 Worked most of the time - took some time off to have baby. Worker is stenographer - Army Signal Corps. Had one year business college. Worker is from Flat Rock, Mich. Location depends on husband's job possibilities. They want to buy farm and send daughter thru college and so most likely will continue working. Worker earns $51 semi-monthly.

2979 Clerk-Stenographer, Army Signal Corps. Had 2 yrs. of night school at business college. Likes this type of work. Was doing it (Transportation Clerk) in the Signal Corps Until transferred. Worker has roomers - $7 week from 2.

2989 Asst. Radio Engr. Aide - Signal Corps - Govt. Worker will be married next week. so will take a 60-day leave of absence. Plans to return to work in several months. Part-ownership in Insurance business. No report on income from it.

2992 Radio Engineering Aide - Govt. Earns $65.00 semi-monthly. "Does occasional outside work," according to worker. No report on amount of income.

3000 Gas & Tire Rationing, Asst. to Civilian Administrator - Govt. Army Signal Corps. Went to business college. Worked on and off. Earns $88.00 semi-monthly. Receives $40 month, that ex-husband gives for childreh when he works. Mother takes care of house.

3001 Texter and suppression power units. Govt.,Army Signal Corps. Teaching academic subjects in war time in an industrial city, is not very satisfactory.Worker came from Princeton, Minnesota. Mother in Detroit, sister in Princeton, Minn. Dad in Illinois, 2 brothers in service, one in Italy and one just came back from Alaska. Worker receives $71 semi-monthly.

3002 Clerk-Typist CAF-3 - U. S. Signal Corps - Govt. Worker earns $59.64 semi-monthly.Father works for Ford Motor Co. as a foreman. His take home earnings are a little over $100 a pay every 2 wks. Mother is saleswoman 3 days a week at Kern's Dept. Store. Earnings about $18.00 weekly. Father has 10% bond deduction. Sister 18 works in office of General Motors. Her take home earnings are around $40 wk. She has 10% bond deduction. Two younger children are in school.

3004 Secretary - CAF-3 - U. S. Signal Corps. Earns $58.44 semi-monthly. Small income from investments about $500.00 a year for the entire family. Mother works at Hudson Motor Co. as an employees counselor on the Industrial Board. Her gross earnings are $200 a month. She has 15% deducted for bonds. Father is a public accountant for Peter-Marwick & Mitchell, a firm of public accountants. His gross earnings are approximately $4,000. He has 10% deducted for bonds. Sister 18 is a senior in H.S.

3006 Drill Press Operator - Briggs Mfg. Co. Worker and sister jointly support Mother. (Worker said if she can get it. Said "I don't mind stepping aside for the soldiers," as to her post war occupation.) Earns $35 wk. Sister works at Briggs as a Driller. Take home earnings $33 week. 10% deducted for bonds.

3007 Driller - Aircraft - Briggs Mfg. Co. Worker added "But I ain't goin to do that after the war." Supports mother with help of sister. Sister works at Briggs as a drill press operator. Her take home earnings are $35 wk. Has 10% deducted for bonds.

3008 Likes hours better than 10 hour day in factory. Work is better - not as tiring. Clerk - Govt. War Dept. 48 hour week. Earns $52 semi-monthly.

3011 Aircraft & Parts - Welder - Cadillac Motor plant. From Prestonburg, Ky. Will return to Kentucky if she can't get work here after war. Father works at Detroit Harvester as machinist. His take home earnings are $50 a week. Has 10% deducted for bonds. Sister works at R.L.Polk, Blue Print Co. She numbers blue prints. Her take home earnings are $28.00. She has 10% bond deduction. Children (3) in household belong to sister. Worker's mother cares for the children.

3012 Numbers Blue Prints - R. L. Polk Blue Print Company. Earns $28 wk. Worker from Prestonburg, Ky. Family receives rent for managing apartment. Father works at Detroit Transmission, as a machinist. Take home earnings $50 a week. He has 10% deducted for bonds. Sister works as welder,Cadillac Her take home earnings $38 wk. with 10% bond deduction.

Schedule No. COMMENTS OF WORKERS DETROIT

3013 Anadizing - United Platers, Inc. Worker is from Bessemer, Alabama. First job. Sends $10 a month to husband's parents who live on a farm, to give them "a little spending money." Husband machine operator - Ford Motor Company. His take home earnings $100 every 2 wks. He has 10% deducted for bonds. Worker's sister also works at United Platers. Her take home earnings $65 - $70 every 2 wks. Her husband in service buys a $25 bond a month.

3014 Anadizing - United Platers Inc. Worker came from Albany, N.Y. Husband is staff Sgt. in Air Force overseas. He sends her $75 a month out of his own pay. Worker's sister is employed at same plant-United Platers,Inc. Brother-in-law is machine operator. His take home earnings are $100 every 2 weeks. He has 10% deducted for bonds.

3015 Riveter- Aircraft and Parts, Brigge-Warren. Has rheumatic fever. Hasn't worked steadily. Earns $40 week.

3020 Screw Machine Operator - Aircraft - Aeronautical Products. This is worker's first job. Worker and sister support mother. Earns $57 wk. Sister 15 lives at home and goes to H. S. Another sister is employed as Comptometer Operator at Cadillac Motor. Take home earnings $68 semi-monthly. Buys one $25 bond every 2 wks.

3021 Comptometer Operator - Cadillac Motor. Worker's first job. Took a course of 8 weeks in Comptometer operating after graduation from High School. Worker and her sister jointly support mother. Worker's sister is employed at Aeronautical Products as a screw machine operator. Take home earnings $57 a week. Younger sister 15 goes to H. S.

3022 General Assembly - Ordnance - U.S. Rubber Co.$52. week earnings. Brother was discharged from Navy, hated to leave because he liked it so much.

3023 Packer - Cookies - National Biscuit Company. Brother was discharged from Navy. Worker earns $32 week.

3037 Clerk - Javorsky Butcher Shop. Hours are never the same. Works from 48 to 54 hours a week.

3039 Clerk-Typist - Army Signal Corps - Govt. Earns $73.74 semi-monthly. Husband's allotment $80 monthly. Sister also works with Signal Corps.

3040 Bench-Work - Ordnance - Dodge Main Plant-Chrysler. At the cigar factory, worker earnly only $15 weekly on piece rate. Likes to work at Dodge because you can make more money. Earns $43 week.

3046 Drill Press Operator - Aircraft - Ford Motor. Also worked 1 yr. as drill press operator at Detroit Transmission.Son 25, who received a Medical discharge from the Army is able to only partially support himself. Discharged 8 months ago. Has worked about a month. He has hemmorrhages of the lungs. He sustained a serious injury at Ford's before enlistment. Had 3 ribs broken and lung punctured. Had neck broken in service. Mother supports him. Earns $46 week. The daughter is working at Highland Park Ford Motor Plant. Expects to quit in 2 wks.

3047 Dispatcher in Pratt Whitney Div. -Aircraft - Ford Motor Company, Earns $1.05 an hour. Took 8 months maternity leave. Returned to work December 1943. Earns $47 week. Husband works for Ford Motor Rouge Plant, on Blast furnac-s as a checker. He buys a $50 bond every two weeks. Sometimes he buys more. Has 3 children and employs a woman to care for them.

3049 Punch press - Aircraft - Bohn Aluminum & Brass Co. Years ago she worked in factory and also did house work to support her family. Both children are in school all day and she gets home before children do. Also, her daughter is on nite shift and so is home all day. Father gives allotment for the 2 boys, 10 and 14.

3050 Saleselerk - Niesner Dept. Store. Quit school to work this year. She's big for her age and the kids laughed at her. Earns $21 week.

3052 Lathe Machine Operator - Ordnance - Chrysler. Is on leave of absence for an operator. Expects to return in a week. Earns $44 a week.

3054 Burring Operator - Ford Motor. Worker receives $96.06 every 2 weeks. She desires the same occupation after war, if she doesn't get married.

3058 Packard Motor Co. - Studd-Driver. Worker earns $49 week. Hours are too long. Back bothers her, otherwise she likes job. She has to stay home about every six months to rest up.

3062 Burring -Milling Machine. Was 13 months on midnite shift, didn't complain. Changed because hands got burned from solution used on lathe machine, so got a transfer. Had to go to doctor on her own, Chrysler Company wouldn't bother about it, but they did transfer her. Earns $41.36 week. Husband is sick for past 2 months, but works whenever he's well. Son has been in Navy for 5 yrs. Has had 2½ yrs. of overseas work. Gets allotment from son.

3065 Riveter - Aircraft - Arvey Aircraft Corpn. Earns $40 week. Has high doctor bills, because she was sick.

3069 Riveter - Aircraft - Murray Body Company. Earns $50 week. Has to work for a while at least. Need money to start a home. Receives husband's allotment.

Women's Bureau
U. S. Department of Labor
Washington

April 27, 1945

POSTWAR NEEDS AND EXPECTATIONS OF WOMEN FOR EMPLOYMENT IN THE DETROIT-WILLOW RUN LABOR MARKET AREA.

Facts from the U. S. Women's Bureau Report on
Absorption of Women Wartime Workers in the Detroit Peacetime Economy.

Number Expecting to Remain in Detroit Labor Market Area.

Women workers in the Detroit-Willow Run Labor Market Area numbered 402,000 in the spring of 1944. Of these women:

58,000 expect to withdraw from the labor market;
19,000 expect to leave the area but work elsewhere;
27,000 expect to continue working until husbands or other family wage earners are released from service and secure employment, after which they plan to withdraw from the labor market;
283,000 in business and industry expect to remain in the area and continue working;
15,000 household workers are expected to continue working.

To this number in the postwar labor market must be added 14,000 young girls who come into the labor market each year from the schools.

SOME 339,000 WOMEN MUST BE COUNTED IN THE DETROIT LABOR MARKET FOR A LIMITED TIME AFTER PEACE IS DECLARED. WHEN DEMOBILIZATION IS COMPLETED, THERE WILL STILL BE A TOTAL OF AROUND 312,000 WOMEN IN THE LABOR MARKET. THIS NUMBER IS 100,000 MORE WOMEN THAT WERE EMPLOYED IN THE AREA IN 1940.

Employment Status of Women Expecting to Remain in the Labor Market.

While three of every four women plan to continue working after the war, the proportion is decidedly higher among women who were employed before Pearl Harbor than among those who became employed after that time, 85 percent as compared with 70 percent. More than four-fifths of the former school girls, or 61,000, expect to work; three-fifths of the housewives, or 64,000, plan to continue in the labor market.

Nine-tenths of the women who remained in civilian manufacture, in trade, in the professions and services during the war, expect to continue working. The total who plan so to continue, 123,000, is only slightly below the number employed in these civilian fields in 1940 in the Detroit Area.

Seven-tenths of the women or 142,000 who are employed in war manufacture expect to continue working. Eight-tenths of the women in Government or public utilities, 37,000, plan to work after the war. Together this number is more than four times as large as the number employed in these fields in 1940 in the Detroit Area.

Economic Status of Women Expecting to Remain in the Labor Market.

FOR THE FIRST FEW MONTHS AFTER THE WAR, AT LEAST 297,000 WOMEN WILL HAVE TO WORK IN ORDER TO SUPPORT THEMSELVES AND THEIR FAMILIES. AFTER DEMOBILIZATION AT LEAST 270,000 WILL NEED EMPLOYMENT IN THE DETROIT AREA FOR FINANCIAL REASONS.

241,000 women of the 283,000 employed in business and industry have to support themselves. Of this number some 51,000 must support aged parents, sick husbands, unemployable sisters or brothers and dependent children. To these must be added corresponding proportions of the 15,000 household workers and of the 14,000 young girls added each year to the labor market, and, for an unknown time, practically all the 27,000 women who are supporting themselves or their families pending the return of their husbands or other wage-earners from service.

Composition of the Prospective Postwar Woman Labor Force.

Age:

Well over half the women who expect to remain in the postwar labor force are now under 30 years of age.

48,000 are under 20 years of age and have less than 3 years' experience;
4,000 have not gone beyond the eighth grade;
24,000 left high school without completing the 4 years.
Even in the very young group of from 14 to 17 years, there seems little tendency to return to school.

39,000 are women 45 years and over. Many of these women have extended work experience.

Race:

34,000 are Negro women.

Marital Status:

91 percent of single, widowed and divorced women or women with husbands absent elsewhere than in the armed service plan to continue work;
40 percent of women whose husbands are in service and
63 percent of women whose husbands are living in the family household plan to continue work;
5,000 of these women whose husbands are present are the sole support of the family.

In-migrants:

27,000 in-migrant women expect to continue work in the Detroit Area;
~~19,000 of these expect to leave the area and work elsewhere.~~

For release:
May 20, 1945

U. S. Department of Labor
Women's Bureau
Washington

Three of every four women workers in the Detroit area plan to continue working after victory over Japan. Eighty-five percent of the women in that area who want jobs must earn their living and often must support others. These are facts revealed by a Women's Bureau, U. S. Department of Labor survey of employed women in the Detroit area during 1944.

Frieda S. Miller, director of the Women's Bureau, announced that the Detroit study is to be published as one of a series of personal-interview surveys conducted by the Bureau in war-congested areas. The Detroit survey reveals not only the probable number of women in the postwar labor market, their occupational skills and future job wants, but their economic responsibilities and other facts relevant to postwar employment planning.

According to the study 100,000 more women in the Detroit area will want jobs after the war than were employed there in 1940. It is pointed out that this would mean a total of 312,000 women in the area's labor market when demobilization is completed. For a limited time after peace is declared, it is expected that some 339,000 women will want jobs. Of this number 27,000 plan to stop working when their husbands or other family wage earners are released from service and get jobs.

The proportion of women who want jobs after the war is decidedly higher among women who were employed before Pearl Harbor than among those who became employed after that time. While a total of 58,000 women expect to withdraw from the Detroit labor market when the war is over, more than four-fifths of the former school girls, or 61,000, expect to work; three-fifths or 64,000 of the housewives who entered the labor market during the war, plan to continue working. Well over half the 31,000 in-migrant women workers intend to leave the area and work elsewhere.

Results of the survey show that the majority of the women interviewed carry heavy financial responsibilities. Four of every five employed women contributed all or part of their earnings to the family household or to others. Of the women living with their families, 93 percent contributed regularly to the support of the family or to others; one-third of these women regularly contributed their entire earnings to the family. Thirty-two percent of the women living away from the family household contributed regularly to others in addition to supporting themselves.

Two-thirds of the women employed in the Detroit area in 1940 were in clerical, sales, and service occupations, the report states. It explains that the prewar percentage of women in manufacturing was small because of

the concentration of manufacturing in the production of automobiles and heavy articles incidental to their manufacture. While women operated machine tools before the war, their wartime employment in the production of airplane engines, jeeps, tanks, and ordnance has greatly increased the number of women who have gained experience on such tools.

Women's employment in Detroit war-manufacturing jobs increased 500 percent during the war, rising from 31,000 to 197,000. Thus, the report reveals, there is a wealth of skill now available among women workers in the Detroit area for the fabrication and handling of metal parts.

In discussing women's employment problems in the Detroit area, Miss Miller emphasized that their skills could readily be transferred to other industries after the war if the area develops new industries rather than returns to its prewar one-industry status. She stressed the fact that cities with a diversity of industries do not suffer from shifts in product demands as do cities with a few major industries around which the economic structure revolves. Miss Miller warned that the alternative to providing jobs for women who must support themselves and others is the costly one of relief. In one year of the depression, she stated, over $35,000,000 was expended for relief purposes in the Detroit area alone.

MVR

U. S. Department of Labor
WOMEN'S BUREAU
Washington

PRELIMINARY

Post War Plans of Employed Women by Industry - Detroit

Current industry	Total	Percent of employed women who plan - To stop work	To continue indefinitely
Total employed	100.0	22.4	77.6
I. War Industries	100.0	26.6	73.4
Manufacturing	100.0	27.8	72.2
Aircraft parts	100.0	29.6	70.4
Ordnance	100.0	22.7	77.3
Machinery	100.0	25.5	74.5
Other	100.0	25.1	74.9
Non-manufacturing	100.0	21.0	79.0
Government	100.0	22.0	78.0
Transportation, communication, utilities	100.0	14.6	85.4
II. Non-War Industries	100.0	14.5	85.5
Manufacturing	100.0	11.6	88.4
Trade, Service, and Other	100.0	14.8	85.2

Note: Approximately 3,500 interviewed women were included in the sample.

[Presented at meeting Feb 5, 1945 Indianapolis]

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

INDUSTRIAL READJUSTMENT OF WOMEN WORKERS IN OHIO

In the fall of 1944, an estimated 207,000 women were employed in 12 "munitions industries" in Ohio over and above the number so employed in 1940. This wartime increase may be considered at the present time as the number to be demobilized in the readjustment of the economy to peacetime levels. The size of the readjustment problem is indicated by the fact that the increase in munitions work is 37 percent as large as total 1940 employment of women in all occupations.

The number of women employed in war plants of Ohio increased from 142,470 in May 1942 to 347,700 in July 1943, according to a report by the War Manpower Commission. An estimate based on figures from 1,171 plants employing 200 or more persons, submitted to the United States Employment Service of the War Manpower Commission places the number of women employed in war plants in November 1943 at 422,830. This means an increase in the proportion of women working in war plants from 15.5 percent of the total 917,558 workers in May 1942 to 32.1 percent of the estimated 1,318,138 workers in November 1943. (See Table 1.)

A poll undertaken by the Ohio Bureau of Unemployment Compensation to determine the number of layoffs immediately after the German war to from 60 to 90 days thereafter, resulted in an estimate of 189,500 for the State. Questionnaires had been submitted to more than 600 employers, whose employees represented approximately 70 percent of the workers engaged in manufacturing and mining. These employers indicated that they expected 56,000 of the total layoffs to be temporary, and also anticipated new hires of 28,500. 1/

In eight larger Ohio cities--Cleveland, Cincinnati, Youngstown, Columbus, Akron, Toledo, Dayton, and Canton--key employers estimated layoffs of approximately 137,000 workers. Since women in these 8 labor market areas comprise 32.4 percent of the working force of employers reporting to the United States Employment Service, some 44,400 women workers would be dismissed if they were laid off on a proportionate basis. The number of women is likely to be larger, however, because women by and large have had less opportunity to acquire experience and seniority in the labor market. Wartime employment trends in these cities are shown in Table 2.

1/ Ohio Obtains VE-Day Estimates. WMC Manpower Review, 12:11, 13, January 1945.

J.M. Hooks
E.Katcher
2/45

Table 1.--Workers in Principal War Plants in Ohio,
1942 - 1943 1/

Date	Total	Women	Percent women of total
November 1943	1,318,138	422,830	32.1
July 1943	1,223,280	347,700	28.4
May 1943	1,195,226	325,239	27.2
May 1942	917,558	142,470	15.5

1/ War Manpower Commission, Region V (N-112) Release for newspapers of Sunday, September 12, 1943.

Table 2.--Employment of Women in War Plants Reporting to the United States Employment Service in Selected Ohio Cities, 1942 - 1943. 1/

Area	May 1, 1942			May 1, 1943			July 1, 1943			January 1, 1944 (Estimated)		
	Total	Women	Percent	Total	Women	Percent	Total	Women	Percent	Total	Women	Percent
Akron	83,234	15,126	18.2	123,904	39,501	31.9	128,203	41,783	32.6	136,124	49,016	36.0
Canton	38,089	3,725	9.7	42,846	10,689	24.9	67,463	15,796	23.0	74,468	19,700	26.5
Cincinnati	102,005	18,674	18.5	133,484	41,141	30.8	140,064	43,580	31.1	151,819	54,298	34.4
Cleveland	220,150	37,091	16.9	281,456	74,942	26.6	286,121	82,315	28.7	320,159	102,492	31.9
Columbus	35,667	4,601	12.9	61,990	16,195	26.1	63,204	17,540	27.7	69,248	22,879	33.0
Dayton-Springfield	95,460	16,705	17.5	133,370	44,680	33.5	132,708	45,570	34.3	136,921	54,149	39.5
Toledo	47,902	8,194	17.1	70,820	18,538	26.1	72,477	20,868	28.7	79,116	26,180	33.1
Youngstown	105,750	9,092	8.6	110,507	22,688	20.5	111,640	23,026	20.6	120,665	27,226	22.5

1/ U.S. War Manpower Commission, Region V (N-112), Release for newspapers of September 12, 1943.

One Ohio area has been included among the 10 war manufacturing centers in which the Women's Bureau has been investigating women workers' postwar intentions, industrial experience, and responsibility for family support. Findings in this area, though not yet fully checked, indicate that the number of women workers will be considerably above that of 1940, though substantially fewer than at the war peak. Of the women now at work in this area who expect to remain in employment after the war:

1. A considerable majority were workers before the war.

2. About 85 percent must be self-supporting, 20 percent must support others as well, 13 percent are the sole earners in their families.

3. Considerably larger proportions than in 1940 are factory workers, and very much smaller proportions than before want service or sales jobs.

4. More than in 1940 are quite young women, fewer are 50 or older.

/These findings are not necessarily the same as those for other places, though for the most part the picture is similar, varying only in degree./
number above may not be the same in other areas.

/If you rearrange the statements, be careful not to say "expecting to remain in employment in this area," since some expect to migrate./

MEP
2/45

O H I O

Governor Lausche (D)

Legislature (R)

Director of Industrial Relations, George A. Strain

Division of Minimum Wage, Acting Superintendent, Henry G. Schmidt

Ohio is pilot area for training 4525 people in vocational counseling

Estimated Impact of Demobilization

Demobilized persons	(in thousands)
Manufacturing	479.8
Total (incl. armed forces)	937.4

	1944 Employment (in thousands)	Gross Unemployment (in thousands)	
		Munitions and government	Total (including armed forces)
*Cleveland	610.0	56.6	66.6
Dayton	245.0	57.0	60.2
Youngstown	180.5	31.2	34.0
*Akron	219.5	30.0	33.0
Toledo	174.5	28.0	30.6
*Lima	62.5	5.7	6.5
Cincinnati	364.0	15.9	21.3
Columbus	210.0	13.0	15.8
*Canton-Massillon-Alliance	143.0	24.5	26.5

* In Group I, War Manpower Commission, November 1, 1944.

WLB Data

November 1944- Reporting Establishments 1/	Number of establishments	Women: Number employed	Women: Percent of all employed	Women: Total separation	Women: Layoffs
Cleveland	149	69,609	31.8	10.2	3.4
Dayton-Springfield	40	39,598	37.3	7.2	.7
Youngstown-Warren-Sharon, Pa.	80	24,608	26.2	10.3	3.6
Akron-Ravenna	29	34,692	31.6	6.6	.3
Toledo-Michigan	40	20,395	31.4	7.6	1.7
Lima	9	5,160	29.2	11.9	.8
Cincinnati-Kentucky	102	37,937	35.3	10.1	1.4
Columbus	33	21,475	38.2	7.8	.1
Canton-Massillon-Alliance	42	16,090	27.3	7.8	.9

1/ Over 75 percent of the employment in all manufacturing industries and over 90 percent of the total employment in the munitions industries are reported.

Area Statements, November 1944
War Manpower Commission

OHIO

RG

CLEVELAND AREA

Major Industries: Aircraft, aircraft parts and aircraft engine research; iron, steel and their products; machinery (electrical and non-electrical); ordnance; non-ferrous metals and their products; transportation equipment (trucks, tractors and automobile equipment); textiles, paper products; chemicals; shipbuilding; Great Lakes shipping; U. S. Government establishments; transportation, utilities and communication.

Employment Prospects: Employment opportunities are very good in all major war industries for the next several months. ~~Various civilian activities are also in need of workers in numerous occupations,~~ and Currently the most urgent needs are for laborers and unskilled process workers in foundries, forge shops and other industries requiring heavy labor. Openings also exist for all types of skilled and semi-skilled workers.

better than average but

Postwar opportunities will somewhat be dependant on each individual's ability and desirable qualifications inasmuch as the postwar ~~or peacetime~~ conversions apparently will not absorb the employment decline of war plants. A rather extensive construction and home building program is anticipated during the postwar period.

after Europe

Jobs Immediately Available: Primary and urgent jobs are in the heavier industries at unskilled level. However, a large number of openings exist in the skilled and semi-skilled categories in all of the above-mentioned industries. There are also many positions for professional workers. Employers here are most cooperative in working out veterans' employment problems with the local USES representative.

X

Major Firms: Fisher Aircraft; Thompson Products; Aluminum Company of America; American Steel and Wire; Jones & Launghlin Steel Corp.; Republic Steel Corp.; General Electric Co.; National Carbon Co.; Industrial Rayon Co.; Nathan and Swasey Co.; White Motor Co.; Addressograph-Multigraph Co.; Chase Brass & Copper Co.

WB visited 1942 (march): aircraft parts, community notes;
1942 (August): machine tools

Area Statements, November 1944
War Manpower Commission

OHIO

DAYTON-SPRINGFIELD AREA

Major Industries: Ordnance (small arms, artillery parts, and equipment); aircraft parts (propellers, carburetors, landing gears); iron and steel products (landing craft components, truck wheels); electrical and non-electrical machinery; (precision instruments, radar); retail trade; wholesale food distribution; U. S. Government establishments (major air fields). The area's prewar civilian manufacturing industries, now converted to war production, were: office machines; household applicances; refrigeration equipment; automobile accessories and parts; machine tool parts and equipment; plastic products; trucks and farm equipment; U. S. Government establishments (Army Air Force Command Headquarters.)

Employment Prospects: Although very little expansion in war production is expected, but replacements for those leaving for the armed forces and other turnover will need to be made. Local USES offices report several thousand job openings for both men and women.

OK

Manufacturing industry throughout this area has made detailed plans for conversion to peacetime activities. There will be a great demand for such products as refrigeration equipment, motors, and auto accessories. The period of conversion from war to civilian production will vary from 30 to 90 days. However, at present and for the next six months, war production will probably continue at a high level even if Germany is defeated. Following the defeat of Japan, however, the conversion is likely to present a serious problem for the area as a whole since employment at the government establishments, which experienced tremendous increases, is expected to be greatly curtailed. Manufacturing industries will probably absorb most of the workers now employed by them on war production.

decline in empl
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hiring defeat of Ger
affected by ex cated
termination. However,
of Japan the
empl situation
will become worse
following defeat of Japan

Jobs Immediately Available: There are several thousand job openings in the local USES offices in following skills; professional, including chemists and engineers of all types; skilled and semi-skilled including machine operators and skilled craftsman; laborers, including trainees for various processes and foundry workers.

Major Firms: Frigidaire Division of General Motors; National Cash Register Co.; Inland Division of General Motors; Delco Division of General Motors; Moraine Products Division of General Motors; Aero-products Division of General Motors; and the Sheffield Corporation.

WB visited 1942 (May) equal pay in Frigidaire Div; Gen Motors;
1944 . for optimum Hour study; Post War study.

YOUNGSTOWN AREA
(Includes Warren, Niles Ohio, and Sharon, Pa.)

Major Industries: Iron and steel and their products; non-electrical machinery; electrical machinery; ordnance (rebuilding of tanks, shells, and shell casings, bombs); aircraft parts (seats, fuselages, cabins, fuel tanks); wholesale and retail trade. Manufacture of iron and steel and their products, small machine shop and electrical machinery industries were predominant prewar industries.

Employment Prospects: Very good in war plants and steel mills; further expansion is indicated by current reports.

Employment prospects following the defeat of Germany are good, but following the defeat of Japan are not too encouraging. The great expansion of converted plants, and the number of plants devoted to war production augurs a future period of unemployment for many. Civilian industry has relatively few openings at present, but may expand later.

Jobs Immediately Available: Unskilled labor jobs are abundant, and many semi-skilled jobs such as assembling are also available. Of skilled workers, welders and automobile mechanics are most in demand; lathe operators next; some machinists also needed. A few openings also exist for well-qualified draftsmen, accountants, machine designers, mechanical engineers, and electrical engineers.

Major Firms: Youngstown Sheet and Tube; Carnegie-Illinois Steel; Republic Steel; Copperweld Steel; Sharon Steel; Ravenna Ordnance Plant; Cooper-Bessemer Corp.; Warren City Manufacturing Co.; Truscon Steel; General Fireproofing.

WB visited 1943 (October) for steel survey

AKRON AREA
(Includes Barberton, Kent and Wooster)

Major Industries: Rubber products (truck and passenger tires, combat tires, tank tracks, lifeboats, life belts); aircraft and parts (corsair assembly, wing assembly, B-26 fuselage assemblies); ordnance (anti-aircraft guns, ship boilers); machine shops; metal products; foundries; feed processing; synthetic rubber; chemicals; matches; paper products.

Employment Prospects: Very good in both war and civilian industries. A serious shortage of male workers has existed for two years. ~~The great need for production of tires for both civilian and war use, has increased the~~ seriousness of the shortage of male labor. Employment opportunities in the postwar period remain fairly good in comparison to other industrial cities. The only really new industry in the area is the manufacture of aircraft. Nearly all remaining industries have simply converted from peace time products to war products, although there has been considerable expansion. A marked decline in employment in the aircraft industry is anticipated in the postwar period. However this industry employs many women workers, who are housewives, and who will return to their household responsibilities. Many of the male workers employed at this plant are immigrants who will probably return to their former residences when the war is over. The rubber industry and associated industries, however, should continue to operate near capacity due to the need for rubber products which will exist, and the demand for new products being developed.

Jobs Immediately Available: Skilled, semi-skilled and unskilled male workers are urgently needed for all war industries. Common factory labor, all rubber workers, especially tire builders, and tool and die makers are most urgently needed.

Major Firms: Goodyear Aircraft Corp.; Goodyear Tire & Rubber Co.; Firestone Tire & Rubber Co.; B. F. Goodrich Co.; Babcock ' Wilcox Co.; General Tire & Rubber Co.

UB visited 1940 (nov); 1941 (april); 1942 (march). for aircraft Parts; and Community Notes; 1942 (april) for Bag & Shell loading at Ravenna.

Area Statements, November 1944
War Manpower Commission

OHIO

TOLEDO AREA
(Includes Maumee, Perrysburg and Rossford)

Major Industries: Automobiles and parts (jeeps, trucks, starting and lighting equipment); ordnance (shells, shell parts and casings, transmissions); machine tools; glass and glass products; aircraft (engine parts, propellers); iron and steel products; interstate transportation (including 16 main rail lines, 110 motor truck lines and lake shipping); warehousing (including ordnance depot); wholesale and retail trade; oil refining.

Employment Prospects: There is an immediate need for male workers in all industries. Hiring being done currently for expansion is largely in aircraft, guns and components, ammunition production. Semiskilled jobs and unskilled labor jobs make up the bulk of openings; however, there are many openings for skilled men. Women are needed in industry and also in retail trade at lower rates. Postwar prospects are good since (with the exception of aircraft and one ordnance warehouse) all plants in the area were operating prior to the war. After a short conversion period, jobs should again be available.

Jobs Immediately Available: Male workers are needed in all industries, particularly iron and steel where production is urgent. Many firms list openings for machine operators (lathe, drill press, milling machine, forming press, grinders). Many companies will train workers on the job if no experienced operators are available. USES holds orders for about 900 skilled, 600 semi-skilled and 2,000 unskilled workers.

Major Firms: Willys-Overland; Electric Auto-Lite; Harvester War Depat; Spicer Mfg.; Champion Spark Plug; Libbey-Owens-Ford; Doehler Die Casting; National Supply; American Propeller; Chevrolet; Packard.

WPB visited 1942 (april) for Machines and Machine Parts, for artillery ammunition

Area Statements, November 1944
War Manpower Commission

OHIO

CINCINNATI AREA
(Includes Newport, Covington, Ky.)

Major Industries: Transportation equipment (aircraft engines, trailers, trucks, parachutes); machinery, except electrical (machine tools, valves, elevators); iron, steel, and nonferrous metal products; electrical machinery (electric motors, radio, and radar); food and kindred products (meat packing, bakeries, distillery and breweries); ordnance and accessories (shells, shot, gun sights); chemicals and allied products (soap, glycerine, pharmaceuticals, dyes, candles, flares); wholesale and retail trade; printing; miscellaneous manufacturing (apparel, plastic goods, surgical equipment, roofing and asbestos products, playing cards); U. S. Government.

Employment Prospects: ~~Very good in major war industries, as practically all industries in the area are still in need of workers for expansion as well as replacements for military service withdrawals. Postwar opportunities in these industries in the area seem rather good, with the exception of the transportation industry (aircraft engines) which is~~ new to the area. Expansion of war industry in the area has been largely a matter of conversion rather than new construction, so it is believed that the change back to civilian production will be made without any serious problem arising.

4½ million dollar county bond issue available for construction of public works

Jobs Immediately Available: Unskilled, semiskilled, and skilled workers of every type are needed in the area. The bulk of the needs are for unskilled production workers who can be trained on the job in the plant on both light and heavy production jobs.

Major Firms: Wright Aeronautical Corp.; Crosley Corp.; Cincinnati Milling Machine; Proctor and Gamble; Formica Insulation; Globe-Wernicke; Lunkenheimer; Allis-Chalmers; Corcoran Brown Lamp Co.; Philip Carey; U. S. Playing Card.

WB visited 1942 (august) for Machine Tools, Community Notes.

Area Statements, November 1944.
War Manpower Commission

OHIO

COLUMBUS AREA

Major Industries: Aircraft and aircraft parts; railroad equipment; ordnance; non-electrical machinery (including bearings); iron and steel products;,U. S. Government establishments (storage depots); apparel and leather goods; glass products; interstate railroad transportation; State Government. Prewar manufacturing industries now converted to war production were: Non-electrical machinery (roller bearings) and iron and steel products.

Employment Prospects: Jobs will continue to be plentiful during the next six months. A number of concerns are predicting small employment increases toward the end of the forecast period in anticipation of the resumption of civilian production. At the present time it appears that widespread unemployment will not follow cutbacks in the area after the end of the European war. Most workers released probably will be absorbed by industries whose war production contracts will continue. The iron and steel industry, glass products, wholesale and retail trades, banking and insurance all promise good postwar opportunities. Twenty percent advantage is offered to Ohio veterans in State employment. Exceptions to residence clause may be made. City government offers 20 percent preference in police and fire departments only, but city residence is required.

Promising - info empl expected th not above 1939 levels but above 1940 levels. Jobs available: food, steel, glass products, textiles, vehicles

Jobs Immediately Available: Most urgent demand is for unskilled male labor and trainees for all industries. Urgent needs also exist for the following: machine operators, bench and floor molders, set-up men, airplane mechanics, tool inspectors, mechanical engineers, draftsmen, time-study men, tool designers, tool and jig makers, automobile mechanics, general clerical workers. There are also many openings in wholesale and retail trades.

Major Firms: Curtiss Wright; Timken Roller Bearing; Buckeye Steel Castings; Columbus Army Service Forces Depot; Jeffrey Mfg.; Columbus Bolt Works; Ralston Steel Car Co.; Rance.

UP visited 1942 (march) for Aircraft Assembly, Community Notes.
1942 (august) for Machine Tools

CANTON AREA
(Includes Massillon, Alliance)

Major Industries: Iron and steel and their products (open hearth and electric furnace steel); (castings and forgings, electric welded steel and alloy tubing); ordnance (naval ordnance, gun mounts, secret Navy devices, shell and bomb fuses); non-electrical machinery (roller and ball bearings, gas and diesel engines, cranes, rolling mill machinery, fans); aircraft and aircraft parts (wing, fuselage, and engine parts); non-ferrous metal products; electrical machinery (dynamotors, inverters, radar equipment, portable power plants); stone and clay products (sewer pipe, flue lining, dinnerware); food products (meat packing, bakery products); wholesale and retail trade. The area's prewar civilian manufacturing industries now converted to war production were: iron and steel products, non-electrical machinery, non-ferrous metal products, electrical machinery, aircraft and parts.

Employment Prospects: Good in both war and civilian industries. Numerous jobs requiring all levels or skill will be available during the next six months for males. Postwar possibilities are comparable with other areas which have diversified manufacturing. ~~Production of ordnance and some aircraft manufacturing are new to the area and will decline. The expansion of curtailed civilian production will absorb some of the decline.~~

major peacetime industries will probably continue at war time levels of employ

Jobs Immediately Available: Male workers are needed for unskilled, semi-skilled, and skilled and professional jobs such as laborers, machine operaters, machinists, welders, diemakers, molders, for non-electrical machinery and iron and steel industries. Women are needed as clerical workers, laboratory assistants, machine operaters and as learners in iron and steel, aircraft, and ordnance industries.

Major Firms: Timken Roller Bearing Co.; Hercules Motors Co.; Republic Steel Corp.; Westinghouse Naval Ordnance Plant; Hoover Co.; Diebold, Inc.; Canton Drop Forging and Mfg. Co.; Berger Mfg. Co.; American Steel Foundries.

WB visited 1943 (June), steel plant at WLB request

WB also at

Sidney 1942
machine tools
Communist note

Dardusky 1942
TNT Picatinny Arsenal Ordnance

Ohio W.B. Data

	no. plants	agent - Date of visit
Akron:		
Aircraft Parts (Goodyear Rubber Co.)	1	EE - 11/40
		MKA - 3/42
Bag & Shell Loading (Ravenna Ordnance - Ravenna O)	1	Mettert 4/41
		M.Z. & Thurman 4/42
Community Notes on Akron & Ravenna		MKa 3/42
Canton - Massilon - Alliance Area -		
Reeves Steel & Mfg. Co. Dover, O - (W.L. Bregnet)	1	EE 6/43
Cincinnati		
Machine Tools (2)	2	MKa & Thurman 8/42
Community notes	"	" "
Cleveland		
Machine Tools (2 plants)	2	(1) MZ. 8/42
		(1) MZ. & Thurman 8/42
Aircraft Parts (Thompson Aircraft)	1	MKa 3/42
Community Notes		MKa 3/42
General background notes for Machine Tool Survey		MZ. 8/42
Columbus Area -		
Optimum Hour Study - Armstrong Metal - London, Ohio	1	MKa, et al 5/44
Aircraft Assembly (Curtiss-Wright) - Columbus	1	MKa 3/42
Community Notes		MKa 3/42
Dayton -		
Optimum Hour Study - Delco Div. of Gen. Motors	1	MKA, et al 4/44
Post War -		Ewing, et al 1944
Small Arms (Frigidaire Div. of Gen. Motors	1	MKA 5/42
Sandusky -		
TNT - Plum Brook Ordnance	1	MZ & Mettert 10/42

Ohio - WB Data.

Sidney
Machine Tools - 1 plant — MZ + Thurman — 8/42
Community Notes — " " — 8/42

Toledo.
Machines & Machine Parts (2) (DeVilbiss Co. (Spicer Mfg. Corp.) — EE. 4/42
Artillery Ammunition (1) (Edwa Div. of Detroit Harvester) — EE 4/42

Youngstown
Steel (3) plants — FH. 10/43

not checked

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Not Checked

WOMEN WAR WORKERS IN OHIO

In October 1944 the non-agricultural employees of Ohio were estimated at 2,325,000, as compared with 2,100,000 in 1940. This increase does not represent the full war peak; in the fall of 1943 non-agricultural employment was estimated at 2,397,000 persons. Since then the numbers have declined.

In 1940 women constituted 26 percent of all non-agricultural employees in the State, 16.5 percent of all those in manufacturing. The 1940 and 1944 proportions of women in major centers of industry are indicated on the page following.

Ohio has long been known as one of the major industrial States in which center the manufacturing of electrical supplies and allied products, small metal parts and the heavier metals, pottery and ceramics, and some textiles, many of these employing large numbers of skilled workers, and, except for the heavier metals, a large proportion of women. Plants making some of these products have expanded, and new plants have been built, and city after city in the State is making various ordnance and supply items, instruments, airplane parts, heavy and lighter metal goods, electrical supplies, ammunition, guns, explosives, and so forth. Also located in the State are large Army Air Fields that ship to all theatres of war plane parts, repairs, and other supplies.

In 23 major manufacturing centers in the State, most of which have had some expansion with war industry, women constituted the following proportions of all workers and of all manufacturing workers in 1940, and of workers in firms reporting to the U.S. Employment Service toward the end of 1944.

	Proportion women were of workers in -			
	1940		Late 1944	Among major woman employing war products
	All workers	Manufacturing	Firms reported by Employment Service	
Cleveland 1/	29	19	32	Plane parts, electrical, ammunition, small parts
Cincinnati 3/	30	22	25	Plant parts, electrical, ammunition, explosives
Columbus 2/	31	22	38	Plane parts, instruments, explosives
Toledo 2/	28	19	31	
Akron 1/ 5/	34	17	5/ 32	Plane parts, rubber, ammunition, guns
Dayton-Springfield 2/	29	18	37	Plane parts, instruments, electrical, ammunition
Youngstown-Warren 2/ 6/	23	10	6/ 26	Explosives, heavy metal, ammunition
Lakewood	29	17	-	
Canton-Massilon-Alliance 1/	24	13	27	Plane parts, guns, small parts
Hamilton-Middletown 3/	26	16	25	Explosives, electrical, metal parts
Lima 1/	29	24	29	Heavy metal, electrical
Lorain-Elyria 2/	22	9	25	Metal products
Portsmouth	31	33	-	Explosives
Mansfield 2/	26	18	31	Electrical, ammunition
Steubenville 4/	22	5	16	Metal products
Zanesville 2/	29	24	37	Ammunition
Newark 3/	25	16	30	Airplane parts
Marion 2/	22	8	23	Metal products
Sandusky 1/	26	17	36	Plane parts, electrical
Piqua-Sidney-Troy 2/	30	26	40	Airplane parts, heavy metals, electrical
Fremont-Port Clinton 1/	28	27	38	Ammunition, metal parts
Fostoria-Findlay-Tiffin 1/	27	18	32	Explosives, electrical

1/ 2/ 3/ 4/ Classification of War Manpower Commission according to extent to which need for workers is critical.

5/ Includes Ravenna

6/ Includes Sharon, Pa.

M.E Pidgeon 1/45

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

EMPLOYEES IN MANUFACTURING IN OHIO
(In Thousands)

Year	Average number
1940	820
1941	997
1942	1,135
1943	1,267

Employment declined after the ~~middle~~ late fall of 1943. Figures for 6 months ending in October, 1943 and 1944, are as follows:

(Decline after middle was only after a seasonal peak)

Employment (In Thousands) of Ohio Workers in -

Month	Manufacturing industries		Non-agricultural industries	
	1943	1944	1943	1944
May	1,268	1,215	2,406	2,324
June	1,279	1,229	2,424	2,345
July	1,285	1,239	2,428	2,349
August	1,279	1,237	2,408	2,347
September	1,258	1,223	2,389	2,337
October	1,267	1,213	2,397	2,325
November	1,274 ✓			
December	1,266			

Source: Bureau of Labor Statistics

MEP
1/45

Women's Bureau
U. S. Department of Labor
Washington

Dec. 15, 1944

STATE LABOR LAWS FOR WOMEN

This outline shows in summary form the current labor laws applicable to women 18 years of age and over, together with the occupational coverage.

OHIO

Hours of Work

(1) Daily - Maximum, 8 hours.
Weekly - Maximum, 45 hours.

Coverage - (Females over 16). Manufacturing establishments.

Exemptions - Females over 21 earning at least $35 a week in bona fide executive positions.

Variations - Hour provisions do not apply during the harvest season to canneries or establishments preparing perishable foods.

See also Wartime Provisions.

(2) Daily - Maximum, 8 hours.
Weekly - Maximum, 48 hours.

Coverage - (Females over 16). Any employment.

Exemptions - Manufacturing establishments (see preceding entry), agricultural occupations, domestic service in private homes, females over 21 in mercantile establishments and communications companies in cities under 5,000 population; females over 21 earning at least $35 a week in bona fide executive positions; women in the professions of medicine, pharmacy, law, teaching, and social work; professional employees in hospitals, such as graduate and student nurses, anesthetists, technicians, graduate and student dietitians, and internes.

Variations - In mercantile establishments 10 hours may be worked on Saturday and on the day before May 30, July 4, Thanksgiving, Christmas , and New Year's Day; also 10 hours a day and 50 hours a week may be worked during 3 weeks in the year -- 1 week in the first 6 months , and 2 weeks in second 6 months.

In laundry and dry-cleaning establishments 9 hours a day and 50 hours a week are permitted during weeks that include New Year's Day, Good Friday, May 30, July 4, Labor Day, Thanksgiving, and Christmas.

Hour provisions do not apply to a communications company during emergency periods caused by public disaster.

Over 8 hours a day but not over 48 hours or 6 days a week allowed in financial institutions, including federal reserve and home loan banks, during periods of preparation of financial reports for a Federal or State Government agency.

See also Wartime Provisions.

Day of Rest.

6-day week established for industries and employment covered under Daily and Weekly hours of work.

See also Wartime Provisions.

Meal and Rest Periods.

(1) At least ½-hour meal period must be allowed after 5 consecutive hours of work. No period of less than ½-hour is to be deemed such an interruption.

Coverage - (All females). Any employment, including manufacturing.

Exemptions - See Daily and Weekly hours of work (2).

(2) In establishments providing lunch rooms, females are entitled to not less than ½-hour for meal time. But if a suitable lunch room is not provided, the employees are entitled to at least 1 hour during which they may leave the establishment if they desire.

Coverage - (All females). Factories, workshops, business offices, telephone or telegraph offices, restaurants, bakeries, millinery or dressmaking establishments, mercans tile or other establishments.

Variations - In canneries or establishments engaged in preparing perishable foods, hours of labor are not restricted during the canning season.

See also Wartime Provisions.

Night Work.

Prohibited for the period from 10 p.m. to 6 a.m. for all female ticket-sellers; also for females 18 to 21 employed in mills, factories, workshops; oil-wells or pumping stations; canneries or bottling or preserving establishments; mercantile or mechanical establishments; tenement houses; garment making or dressmaking or millinery establishments or working rooms; stores; offices; office buildings; laboratories; restaurants; hotels; boarding houses or apartment houses; bakeries; barber shops; bootblack stands or establishments; public stables; garages; laundries; places of amusements; clubs; as drivers or chauffeurs; in any coal yard or brick, lumber or building material yards; construction or repair of buildings; transportation of merchandise.

See also Wartime Provisions.

Plant Facilities

Seating.

A suitable seat for each female employee must be provided by factories, workshops, business offices, telephone or telegraph offices, restaurants, bakeries, millinery or dressmaking establishments, mercantile or other establishments. Seats to be constructed with automatic back supports wherever practicable, and use of them permitted when employees are not engaged in active duties.

Lunch Rooms.

The establishments listed under Seating must provide for female employees a suitable lunchroom, separate and apart from the workroom; or if no lunchroom is provided, employees are to be allowed at least 1 hour for meal period, in which they may leave the establishment if they desire to do so.

Dressing and Rest Rooms.

Any establishment in which females are employed must provide suitable and separate dressing rooms for the exclusive use of female employees. Dressing and toilet room may be situated together. Location must be conveniently accessible to employees' workrooms.

Toilet Rooms.

Any establishment employing females must provide for them suitable and separate toilet rooms, and one water closet for every 25 females or less.

In tenements, dwellings, or other buildings where apparel is made or tobacco goods manufactured, suitable and separate water closets are required for each sex, providing at least 3 of 10 or more employees are women.

Other Regulations

Weight Lifting and Other Conditions of Work.

Females are not to be employed in any occupation that requires frequent or repeated lifting of over 25 pounds, in the operation or use of wheels or belts of emery or other specified materials; or at any work that compels constant standing while on duty.

See also Wartime Provisions.

Prohibited Occupations.

Employment of females is prohibited in the following employments or capacities: Baggage handling; barrooms and saloons or public drinking places which cater to male customers only and in which substitutes for intoxicating liquors are sold; bellhop; blast furnaces (except in offices); bowling alleys; crossing watchman; in delivery service -- wagon or automobile; express driver; freight handling; jitney driver; meter reading -- gas or electric; mines (except in offices); molder; operating freight or baggage elevator; pool rooms; quarries (except in offices); section hand; shoe-shining parlors; smelters (except in offices); taxi driver.

No female under 21 may be employed in the personal delivery of messages.

See also Wartime Provisions.

Industrial Home Work.

Law regulates the making of wearing apparel or goods for wear and manufacture of cigars, cigarettes, or tobacco goods in any form in any dwelling or building or room or apartment thereof, in or connected with a tenement, dwelling, or other building if articles produced are to be exposed for sale or sold by a manufacturer, wholesaler, jobber, or by a retailer; except the making of garments or other goods for another by personal order, which will be received for wear or use direct from the maker's hands.

Each workroom is deemed a shop or factory, except as to the immediate members of the family living therein, and is subject to oversight by the chief sanitary inspector, who may require necessary changes or cleaning as required to insure freedom from health hazards. Workroom must be wholly separated from living quarters, have direct outside entrance, be sufficiently lighted, heated, and ventilated.

Separate toilets required for each sex; ratio established by law, based on number of employees.

Employers must keep record of persons to whom work is given or contracts made in connection with homework, also of persons from whom goods or tobacco are purchased.

Maternity Leave - No law.

Wartime Provisions

During the war emergency, females in manufacturing may be employed 10 hours a day, 50 hours (6 days) a week. Employers having war contracts may employ females in excess of these hours and on the 7th day if required to meet production schedules vital to the war effort; but the overtime must be reported to the State industrial relations director within 48 hours. If continued overtime in a plant is found unnecessary or injurious to women's health, work must be discontinued or restricted.

Communications company may employ women more than 6 days in any period of 7 consecutive days but not more than 6 days in any week.

Financial institutions may extend from 48 to 50 the hours of female employees during the time they are actually engaged in the preparation of reports for Government agencies.

Meal period may be 1/5-hour for females employed in a public transportation company to operate street cars, trackless trolleys, or motor coaches, or in a glass manufacturing company.

Wartime Provisions (continued)

Female employees in gasoline service stations may be continuously employed for the daily legal maximum hours without interruption for a meal period.

In financial institutions during periods when reports must be prepared for Government agencies, the 1-hour lunch period is not required. In these establishments consecutive hours of work before lunch is increased to 6.

Night-work restrictions are declared not applicable during the present war emergency.

For specific coverages, see sections on Daily and Weekly Hours of Work, Meal and Rest Periods, and Night Work.

Because of the war emergency and for its duration, prohibited or regulated Employments for women are reduced to the following establishments and occupations: Barrooms and saloons or public drinking places which cater to male customers only; bellhop; metal molder; mines (except in offices); poolrooms; quarries (except in offices).

Maximum weight for frequent or repeated lifting has been raised to 35 pounds, and employment as messengers is permitted for girls 18 but under 21.

Minimum Wage

Authority.

Director of industrial relations issues order based on recommendations of wage board as to minimum rates for occupation.

Coverage.

(1) Employees - Women; minors.

(2) Industries or Occupations - Any except domestic service and farm labor.

Orders.	Effective date
Laundry (Mandatory)	July 26, 1934
Cleaning and Dyeing (Mandatory)	Jan. 7, 1935
Hotel and Restaurant (Mandatory)	Mar. 30, 1937
Beauty Culture (Mandatory)	April 4, 1941

Equal Pay

No law.

Region VII
Akron, Ohio
Goodyear Aircraft Corp.

(no copies)
VII

Community Notes
Akron, Ohio

March 1942
Agent: M. K. Anderson

PERSONS INTERVIEWED:

Ohio State Employment Service
12 East Exchange Street
Mr. Paul Montovan, Assistant Local Manager
Mr. Paul Kerwin, Defense Training Coordinator

Y. W. C. A.
146- South High Street
Henrietta Marimon, General Secretary

Akron Chamber of Commerce
Ohio Building, 175 South Main
Letitia Cunningham, Publicity Director

N. Y. A.
313 South High
Miss Ruth Young, Youth Counselor

INDUSTRIAL PATTERN:

Akron is practically a one industry city being considered the rubber capital of the world with 35 rubber companies using 40% of the world's crude rubber. It has been estimated that 80% of the population is either directly or indirectly associated with the rubber industry.

January 1942 there were 57,129 employees in the 65 largest firms with defense contracts and 50,323 were in the rubber industry. These figures did not include firms in Barberton or Cuyahoga Falls immediately adjoining Akron.

The vaste majority of the industrial women are in the rubber industry. Aside from the rubber industry some of the larger employers of women are the Quaker Oats Company, Enterprise Manufacturing Company (manufactures fishing tackle), and a few paper box factories. During normal times from 15-20% of the factory workers in the rubber plants were women, and now an even larger proportion are women. Women are now working on gas masks, barrage balloons, rubber life boats, life belts, bullet proof gas tanks, and on the non-rubber war items doing light assembly work, operating punch presses, drill presses, and polishing, buffing and sanding machines.

Number of women employed in the leading rubber companies July 1941 (these were the most recent figures available at the Ohio State Employment Service)

	Number women employed in plant			
	Total	Skilled	Semi-Skilled	Un-Skilled
Goodyear Tire and Rubber Co.	3153	788	1443	922
B. F. Goodrich	2838	---	2806	32
Firestone Tire and Rubber Co.	1120	---	1047	73
Seiberling Rubber Co. (Barberton, Ohio)	233	121	108	4
Sun Rubber Co.	206	---	206	-
Killian Mfg. Co. (prophylactics)	182	4	178	---
General Tire and Rubber Co.	99	99	---	---
L. E. Shunk Latex Products	88	--	88	---
American Hard Rubber Co.	57	--	57	---
Mohawk Rubber Co.	29	--	29	---
	8005	1012	5962	1031

LABOR SUPPLY AND DEMAND:

Migration of workers --

Registrants at the Akron office of the U. S. Employment Service for the period from February 12, 1942 to March 11, 1942 were surveyed and it was found that 7.52% were from other than local areas. Of this 7.52%, 32.55% were from other sections of Ohio and 67.45% were from other states. About one-fourth of those from other states were female. Most of the in-migration has been of skilled workers such as tool and die makers, machinists, foreman, administrators, etc.

It is expected that in order to meet the great labor needs in this area there is going to have to be a considerable in-migration of workers from other sections, particularly among the more skilled groups.

Effect of tire rationing and shift to war production in rubber industry --

Tire rationing and the shift to production of war items has not caused the usual priorities unemployment to the degree experienced in other areas, there being only a minor drop in total employment. The rubber industries started production on defense items early in the defense program, and as more priorities were placed on rubber war production was increased, thus causing little displacement of labor.

It was reported that the rubber companies were accustomed to making quick changes in production and for that reason were able to transfer to war production more readily than most industries. The companies have branched out more and more into non-rubber production and employment now is defenitely on the upswing. Those persons who were temporarily layed-off have been or are being recalled, and no further large lay-offs due to curtailment of rubber are anticipated because of rapid conversion to war items other than rubber.

Future labor demands of rubber companies --

Goodyear Aircraft Corporation -- 6400 now employed and to employ 36,000 to 40,000 by June 1943, 40-60% of which will be women, and possibly 70-80% will be women. Not many of these workers can be acquired by transfer from the Goodyear Tire and Rubber Company because that company is also in war production on barrage balloons, life rafts, etc.

Firestone Tire and Rubber Co, -- A new building is now under construction for the manufacture of airplane wing assemblies, but the number to be employed in this plant is indefinite as yet,

New workers now being employed are going into the sheet metal division and working on life belts, life boats, barrage balloons and bullet proof gas tanks.

General Tire and Rubber Co. -- new building acquired for making barrage balloons. Will need about 500 more workers, 65% will be women.

Seiberling Rubber Co. - employment has increased 100 over Jan. 1942.

B.F. Goodrich Co. -- Employment will possibly remain at its present level, unless the company gets the new contract for manufacturing six inch field pieces and then about 3000 more workers will perhaps be needed.

Note: In addition to these rubber companies the Ravenna Ordnance has been drawing upon Akron as a source of labor supply.

LABOR SUPPLY AND DEMAND

The active file of registrants with the U. S. Employment Service in Summit County and Medina County, March 14, 1942, indicates 14,084 were registered. (See attached sheets) The needs of industry will be far in excess of this which indicates the need to recruit workers not seeking employment including married and single women, workers in the retail trades and non-defense industries, and older men not seeking employment. Also, the rubber industry could be placed on an eight hour a day basis instead of six hours a day and this would release about 4000 workers.

The rubber industries in general have become reconciled to the fact that experienced workers are no longer available and they see the need for training inexperienced workers and hiring women to an increasing extent. Industry in general is working on the training of women wherever possible to offset the depletion of young men. Some of the firms are beginning to hire older men and handicapped workers.

1800 high school graduates in Akron will be available in June, two-thirds of whom are girls. They are being registered with the U. S. E. S. for defense work.

HOUSING

Y. W. C. A. Residence Facilities --

The YWCA has the only residence for women in Akron, and it has accommodations for 134 girls. The residence is filled to capacity and has been for the last couple of years.

YWCA operates a room registry and so far have not found rooms difficult to get, but homes for families are very scare.

Last fall (1941) the YW felt an influx of girls from the outside seeking work at the Goodyear Aircraft plant but this ceased when it was discovered that the plant was not yet ready to hire women.

Housing projects --

Defense housing project -- there is one defense housing project called the "Cole Avenue Project" with 300 units and it will be 100% filled by the end of March 1942. The defense housing authority has 600 additional applications from families on file. This project was just completed.

Slum clearance projects --

Edgewood Project - 274 units and 210 units occupied. 300 applications on file that cannot be handled.

Elizabeth Park Project - 276 units and 100% filled and with 300 additional applications on file.

Norton Project (Barberton, Ohio) - 219 units under construction and will be completed in June 1942, 40 or 50 will be available for occupancy April 1st. This may be changed to a defense housing project.

HOUSING

Office of Civilian Defense --

The Office of Civilian Defense is to operate a room registry very soon. It reported 900 furnished sleeping rooms and 200 light housekeeping rooms were available the first part of March 1942.

Housing situation is so acute in Akron that a vacant house is rented within a matter of a few hours, and it is becoming increasingly acute with the expansion in employment at the Goodyear Aircraft plant. Emergency projects will have to be developed and may need to bring in some trailers and pre-fabricated houses. Some defense workers coming to Akron have left due to inadequate housing.

By hiring local women the Goodyear Company hopes to avert a housing shortage for women, however, if as high as 70 or 80% women are hired ultimately outside sources of female labor may have to be tapped and this would create a housing problem.

TRANSPORTATION

Most workers are using private cars to get to defense plants.

The possibility of staggering working hours is being considered in Akron. Local transportation facilities are to be improved to meet local demands to and from the Goodyear Aircraft Plant, but no definite action has been taken as yet.

The OCD has a committee working on transportation from rural areas to meet the tire rationing situation.

RECREATION

Many of the big rubber companies have their own recreational programs. Goodrich is sponsering free dances every Friday from midnight to 3 AM and from 6 AM to 9 AM.

The YMCA is sponsering midnight activities and they have proved very successful because they are mixed parties for boys and girls.

The YWCA has not tried a late night program as yet. Heard that the Cleveland YWCA tried this an it was not successful. The YW has always had a morning program but it has been for non-working women. It is difficult to reach women in defense industries because of restrictions on letting people into the plants. It was pointed out that women have always worked three shifts in the rubber industry in Akron and this is not an innovation with the defense program.

There is a USO committee in Akron.

NOTE: See enclosed Labor Market Report of the U. S. Employment Service for more information on all these items.

TRAINING

Pre-employment National Defense Training Classes --

Akron: (only men enrolled)
Courses offered: machine shop, aircraft sheet metal, welding, template and form making, and aircraft mechanics.

Barberton, Ohio: (only men enrolled)
Courses: machine shop, sheet metal and welding

Wadsworth, Ohio - Medina County, 12 miles from Akron - (only men enrolled)
Course: machine shop

Supplementary National Defense Training Courses (only men enrolled)

Akron:	Machine	shop	and	welding
Barberton:	"	"	"	"
Wadsworth:	"	"	"	"

Placement of trainees from Feb. 12 to March 15, 1942 by the U. E. Employment Service

Riveters	426	Engine lathe	1
Machine operators	30	Inspection, machine shop	1
Machine assembly	14	Welder	1
Drop-outs	84		

No training of women contemplated in Wadsworth of Barberton, but a large scale pre-employment training program for men and women is being set up for the Goodyear Aircraft Corporation. (See schedule of the company for details.)

N. Y. A. National Defense Training Program --

Courses now offered in radio repair and communication and machine shop with nine girls enrolled in the former and 8 girls in the latter. The courses in sheet metal, welding and drafting were discontinued March 16, 1942 and girls were enrolled in all of these up until discontinuance of the classes. Many of the girls trained found work at Goodyear.

The course in radio repair and communication is 4 to 5 months long and most of the girls hope to get civil service positions. The girls in the machine shop are trained on either the lathe or drill press and the training period is from three to four weeks.

Girls have been trained in all of the aforementioned classes ever since the NYA-NDT program first started in July 1941.

3 tables giving registrations for employment in active file - U.S. Emp. Service -

detached & filed in

"Labor Supply"

Housing - Rents
Meals

VI

3142

Ohio-

Akron - The y w c a has the only residence for women and is filled to capacity. It operates a room registry and has not found rooms difficult to get but homes for families are very scarce. Defense housing project - called the "Cole Avenue Project" with 300 units will be filled 100% by the end of March.

O.C.D. is to operate a room registry in Akron. Reports 900 furn. sleep. rooms + 200 light housekeeping rooms available the first part of March.

Slum Clearance projects -

Edgewood Project - 274 units, 210 occupied. 300 applications on file.

Elizabeth Park Project - 276 units, 100% filled with 300 additional applications

Norton Project (Barberton, Ohio) 219 units under construction and will be completed in June 1942, 40 or 50 will be available for occupancy April 1st. This may be changed to a defense housing project.

Columbus - y w c a. Main building 81 rooms 110 beds for permanent guests, 15-20 beds for transients. Have a dining room and Coffee shop.

Residence Hall - accommodations for 100 permanent guests. Younger girls live here and get board and room. No housing problem as rooms outside Y.W.C.A. readily found.

Lutheran Home for girls only other home for girls + has accommodations for 30 girls all of which are filled.

Slum clearance housing project - there are 3 white + one colored project + many of these houses have been set aside for defense workers incl. Curtis Wright Workers.

The Metropolitan Housing Authority has announced that 340 units in Lincoln Park Project are ready for occupancy & preference given to defence workers.

Defence housing Project - none & no trailer camps -
General Low income conditions:- C.W. officials claim a decided shortage of houses for low income bracket workers.

Ravenna -
Family Units - Shortages in houses & apts. Large program of private const., in Ravenna - Each proj. underway or approved -

Warren - Westlawn - 250 units already occupied; 150 to be ready within 5 or 6 weeks.

Newton Falls - 350 units practically complete - 35 already occupied.

Windham - approval of location - 7,000 units.

400 more units in program, location not determined
Several hundred additional trailers will also be brought in to supplement the camp at Newton Falls - 150 trailers

Recreation

Ohio

Akron - Many of the big rubber companies have their own recreational programs - free dancing each Fri. from 12 Midn. to 3 am + from 6 A.M to 9 P.M.

Y.M.C.A - sponsering midnight activities + they have proved very successful because they are mixed parties for boys + girls.

Y.W.C.A - Hasn't tried a late night program as yet. Have a morning program but not for non-working women. There is also a U.S.O Committee in Akron

Columbus -

YWCA have bowling alleys - swim pool, gym, auditor. + numerous parlors + meeting rooms. City recreational facilities are traditionally poor + inadequate - Making a study of needs. A Citizens U.S.O. is being formed

Ravenna:

U.S.O. has set up a recreational program in the area but because of transp. difficulties are unable to participate. The NCCS. USO girls visit is about 2 miles from the dorms. - the Armory Recreational Hall is on the other side still further and the new YMCA is in Newton Falls - 13 or 14 miles away

Average rents are $3 to $4 per person in double room - $4 to $5 for single room. In addition to F.S.A Dorm - plans being made for 1150 dorm. units on govt reserv. 500 of which are for women.

Dormitories - Cotton Corners.

Built by F.S.A. } Located between city of Lawrence
Opr. by F.S.A. } & the plant 1/4 mile from Cotton Corners
1/2 mi from City & 8 miles from plant.

Rooms - 8 by 10 single & 10 by 12 double - metal furn - bed, bureau & chair painted brown. No curtains or bedspreads - 2 army blankets provided each girl.

Rents are - $4.25 wkly - single & $3.00 wkly double.

Each Dorm has 59 girls using a large bath containing 10 wash bowls, 2 tubs, 4 showers, 2 drinking taps. Hot & cold water available 24 hrs day. Maids clean & make beds each day - change bed linen 2 times week. Bath rooms cleaned daily

No eating facilities at the Dorms. Nearest are at Cotton Corners - 1/4 mile away.

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Ravenna:

U.S.O. has set up a recreational program in the area but because of transp. difficulties are unable to participate. The NCCS. USO girls unit is about 2 miles from the dorms. - the Armory Recreational Hall is on the other side still further and the new FRB is in Newton Falls - 13 or 14 miles away

There are no busses to these centers from the dorms. The girls in the dorms on the reservation will have the same trouble. Trying to remedy this the mgr. of the C.C. Dorm. conferred with the transp. co. & they have agreed to run a bus to Lovelock at 6:30 P.M. & one back at 8:45 P.M. - another at 11 P.M. Dorm has lounge 35 by 15' in each bldg. contain card tables, writing desks etc.

Region ~~II~~ VI
Cleveland, Ohio

Defense
Notes on Cleveland, Ohio

VI (no copies)
March 1942
Agent: M. K. Anderson

PERSONS INTERVIEWED

Cleveland Ordnance District Office
511 Terminal Tower, Cleveland, Ohio
Mr. R. L. McFarland, Senior Administrative Assistant of Personnel

Robert Wilcox, U. S. Employment Service Representative on the Ohio State Board of Administrators for the National Defense Training Program.
435 Cleveland Avenue, State Offices of U. S. Employment Service
Columbus, Ohio

Mr. Ellsworth
U. S. Employment Service, Cleveland Office
1243-West Third.

Miss Magee
Consumers' League
Engineers' Building
Cleveland, Ohio

Thompson Aircraft Products Company
Mr. Stacy R. Black, Personnel Manager
Mr. Roy E. Bender, Supt. of Trade Training
Mr. Ed. Ackerman, Assistant Manager

TRAINING

Mr. Robert Wilcox of the State Board of Administrator, National Defense Training, estimated that 400,000 additional women would be needed in the war industries of Ohio, and about 200,000 of these would have to be trained. He pointed out that up to this point the industries in both Cleveland and Cincinnati had been very slow in accepting the idea of employment of women, and there had been a concomittant lag in the training of women.

Up until February 1942 no women could be referred to the training classes unless there was relative assurance that they would be employed. However, in February instructions were received from Washington that women were to be referred to the NDT classes and up to this time there had been no women in the training classes in either Cleveland or Cincinnati. The week ending March 28, 1942 the first group of 46 women were placed in the machine shop classes in the national defense training schools of Cleveland to receive ten weeks training. The Cleveland U. S. Employment Office pointed out that 50% of the women who were sent cards to report for training failed to reply and most of them had made application for training within the past two or three weeks.

Mr. Wilcox thought Cincinnati was even more backward then Cleveland in taking women into war industries and he did not believe there were any women being trained as yet.

VLR

TRAINING

The Fisher Body Co. is to build a new bomber plant near the airport in Cleveland and in about two weeks the NDT people are to start making plans for training workers for this plant. 600 women were layed-off from the Fisher Body plant that has now been closed down and many of these are having difficulty in finding employment according to Miss Magee.

CLEVELAND ORDNANCE DISTRICT OFFICE

Long consultation was held with Mr. R. L. McFarland, Senior Administrative Assistant of Personnel in the Cleveland Ordnance District Office regarding the work of the Women's Bureau and the work of his division. He pointed out that the function of his staff was to handle matters of labor supply, training and safety in the plants with ordnance contracts so that production is augmented and production is maintained at the required level. The District Ordnance Office is responsible to the Chief of Ordnance in Washington to see that production is attained using whatever means it sees fit to bring this about.

As a correlary to this the office has encouraged the contractors to use the facilities of the U. S. Employment Service and the National Defense Training Schools, and it has encouraged the use of women in production work. It seeks to integrate the work of all the federal agencies with the one objective of facilitating production and as such the office was interested in the work of the Women's Bureau.

The Cleveland Ordnance District now has 314 women employed on its inspection staff. There are 800 contracts in this district and 300 of these are in the Cleveland area which indicates the high concentration of war industries in this part of the country. By the end of 1942 the Ordnance Office expects that 50-60% of its inspectors will be women.

The women ordnance inspectors receive the same training as the men. (See the attached report on the Cleveland District training program.)

It was pointed out by Mr. McFarland that the Civil Service Commission would have to make some adjustment in its wage rates for female inspectors because many of the women employed by the contractors as inspectors receive more pay than the Ordnance inspectors. This created dissatisfaction among the women and made it difficult for the Ordnance Office to get female inspectors. It was also thought that possibly some of the requirements for inspectors would have to be lowered.

Inspecting ordnance materials in privately operated plants

Mr. R.L. McFarland, Senior Administrative Asst. of Personnel (labor supply, training + safety)

Cleveland Ordnance District Office
511 - Terminal Tower Bldg., Cleveland, Ohio

Agent: M.K.A.
March 1942

THREE LEVELS OF INSPECTOR TRAINING BY C.L.D. (Cleveland District)

Basic Training
Initial Inspection Conference
Course Content

1.

1. Orientation
2. Contracts
3. Precision Measuring Devices.
4. Sample Defects
5. Physical Testing
6. Specifications
7. Public Relations
8. Inspection Procedure
9. Quality Control Statistical Methods
10. Ordnance Sample Room Tour
11. Gage Laboratory Tour

2 day sessions at Terminal Tower for those within Daily Travel Distance

(a) Conducted by CLD training Staff

(b) Always precedes In-Service Training.

USING

1. Sound Films
2. Lectures
3. Samples
4. Charts
5. Exhibits
6. Short Quizzes
7. Mimeo Handouts
8. Conversion Table Handouts

2.

2 day sessions at Plant or Hotels outside Cleveland Travel Limits

(a) Conducted by CLD training rep assisted by staff of R.I.A.O.

(b) In-Service Training may precede basic training by 2 weeks

1. Course Outlined and taught by various chief clerks
2. Emphasis on Forms, Office Routine and Correspondence.
3. Orientation and Public Relations
4. Films and Charts to familiarize with inspection vocabulary.

1 day session each week for clerks hired for CLD Internal work

In Service Training - 1 Day
Course Content

1. Plant Orientation
2. Local Contract and Product.
3. Gages used
4. Special Techniques and Knowledge
5. Local Forms

1 day "Break-in" Training by RIAO staff according to pre-arranged plan

USING

1. "Reminder Sheet for breaking in New Inspectors"
2. Special mimeo Material prepared by RIAO or CLD
3. Defective samples.
4. Conducted tour of plant to explain origin of various defects.

In Plant Up Grading Training
Course Content

1. Advanced training on product mfg. and inspection.
2. Results of poor inspection.
3. Packing and Shipping
4. Intensive drill on forms.
5. Advanced Training on Precision measurements.

1 - 3 hour Session
Conducted by RIAO - with assistance and material from CLD training Dept.

USING

1. Lectures by RIAO, Engineers, special technical representatives, Arsenal grads.
2. Films, exhibits, charts
3. RIAO technical library

SPECIAL PLANT SCHOOLS

1. Shell conference (Willys Overland Yoder Mfg.)
2. Armor Plate Conference
3. Automotive Conferences
4. Mfg. & Planning Schools
5.

1. Arsenal Courses
2. Special Out-of-District Training

Note: Outline of training program for Ordnance Inspectors in Cleveland Ordnance District.

(Cleveland District Training)

C.L.D. TRAINING

Internal Training

2 - day Inspection Conference

Inspectors
Clerks

College Special Level ESMDT

(Junior Trainees)

1. Case School
2. (Youngstown College)
3. (Ohio State U.)
4. (Toledo Univ.)

College Level ESMDT

1. Case School
2. Penn College
3. Akron Univ.
4. Youngstown College
5. Toledo Univ.
6. Ohio Northern Univ.
7.

Plant Schools on Inspection

1. Willys-Overland
2. Diebold Safe & Lock Company

Upgrading Conference

Training Course For Inspectors of Welding on Tanks

1. Lincoln Electric Welding Company

Special Schools

1. Chase Brass & Copper Company
2. Firestone Tire & Rubber Company
3. Globe Mfg. & Stamping
4. & 5.

SECONDARY Schools ESMDT

1. Cleveland Trade School.
2. Youngstown College
3.
4.

Contractor's School (?)

Upgrading Conference

Training Material Now Available At CLD

A. Portable Sound Projectors & Screen

B. Film Library
   1. CLD Films
   2. Training Films
   3. Commercial Films

C. Wall Charts 24 X 36
   1. Screw Thread
   2. National Series Thread
   3. Classes of Fit
   4. Form 0.0. 1234
   5. QMC Form 431
   6. Form 4106
   7. Form 4100 (Rev)
   8. Form 4165 (Rev)

D. Wall Charts - Other
   10 - Part Vernier
   25 -- Part Vernier

E. Calipers
   1. Micrometer - With Vernier
   2. Micrometer - Depth
   3. Vernier

F. Gages
   1. Plain Snap
   2. Plain Plug
   3. Plain Ring
   4. Flat Plug
   5. Progressive Pr
   6. Plug Thread
   7. Ring Thread
   8. Profile
   9. Flush Pin
   10. Position

G. Samples
   1. Defective Parts
   2. Non-defective parts
   3. Sub-assemblies
   4. Complete assemblies

H. Blueprint Samples
   Sizes A,B, C, D, (E)

I. Mimeographed Material
   1. Explanation of Form 0.0. 1234
   2. Same - Form QMC 431
   3. Same - Form 4106
   4. Same - Form 4100
   5. Same - Form 4165
   6. Same - Form 4164
   7. Same - Form 4185
   8. Same - National Thread

J. Lecture Material
   1. Lecture Outlines
   2. Quiz on each subject

EXHIBIT "A"

REMINDER SHEET FOR BREAKING IN INSPECTOR ON NEW JOB

Plant _____ Instructor _____

Part _____ Operation _____

#1 IMPORTANT STEPS IN THE INSPECTION	#2 (Knacks"--Special Information;Timing "KEY POINTS"(--Special Movements, etc.
1. Will part pass thru "go" ring gage?	Should go thru without forcing. Keep axis of part in line with axis of gage.
2. Will part go thru "no go" snap gage?	Should not go thru. Do not force.
3. Will "go" element of plug gage enter hole?	Should enter without forcing.
4. Will "no go" element of plug gage enter hole?	Should not enter. Do not force.
5. Place one face of part flat on surface of Height gage.	
6. Will part enter "go" element of Height gage?	Should enter without forcing.
7. Will part enter "not go" element of Height gage?	Should not enter. Do not force.

TRY THIS SIMPLE WAY TO BREAK IN MEN AFTER LISTING THE STEPS IN THE INSPECTION AND THE "KEY POINTS" CONNECTED WITH IT:

1. Show him how you do it--full production speed.
2. Explain "key points" by slowed down demonstrations--may want a demonstration for each key point by itself.
3. After full explanation--let him watch you do it again at the proper speed.
4. Help him do the whole job slowly. Check the "key points"--may have to do this several times.
5. Let him do the whole job--but watch him--be sure he is doing what you taught him.
6. Put him on his own. Have him come to you if anything bothers him.

Of course you will keep an eye on him for several days after he is on his own to be sure he is coming up to specification and quantity needs.

TRAINING OF WOMEN INSPECTORS

It is estimated that during 1942 approximately 1,500 women inspectors must be hired and trained to balance increased production and withdrawals from our present and projected inspection personnel. By the close of 1942, it is likely that women inspectors will constitute from 50 to 60 per cent of the inspection personnel in CLD as compared to a 20 or 30 per cent on a national basis as mentioned by the Office of the Chief of Ordnance recently. At the present time only 10 per cent of the 1,186 inspectors in the CLD are women.

This increase will require considerable expansion of the Training Branch of the Personnel Section with additional Training personnel being necessary. This influx of women into the training picture will also cause certain modification in our present training methods and facilities. A separate training plan for women is not deemed practical and would be difficult to administer. The following training plan takes into account the fact that male inspection personnel hired during the current year for obvious reasons will be of a lower experience level than those obtained throughout 1941. (The plan tentatively recommended will apply to training of both men and women.)

The plan as outlined attempts to attain the following desirable objectives:

1. Sufficiently flexible to meet all demands.
2. Maximum of training in a minimum of time.
3. Course content correlated with inspection duties.
4. Use experience and teaching ability of inspection personnel.
5. Utilize visual training aids constantly.
6. Permit in-service training to assist rapid upgrading.
7. Arrange training program according to suggestions of Divisions and chief inspectors.
8. Encourage ambitious inspectors to move to higher grades.
9. Initial Training will be "pitched" to lowest level of experience and intelligence of group.
10. In-Service training will be on a higher level and enable more competent employees to progress rapidly.

REVISED INSPECTOR TRAINING PLAN

1. The present Initial Training Course held at the Terminal Tower will be shortened from three days to two days.

2. Discussion of inspection forms used will be shortened from six hours to one hour with no examination at conclusion. "Blowups" of all inspection forms with explanatory flow and distribution charts will be used for a quick survey of paper work. Detailed instruction on forms should be covered at training sessions at plants during in-service training and handled by the R.I.A.O. or his clerk.

3. Training of clerks hired for internal employment at CLD will be covered in a one-day per week school according to outline by various chief clerks who will also act as instructors.

4. All inspectors hired and living within daily travel distance of the Terminal Tower will attend the two-day Inspectors' Initial Conference (Initial Training School) before entering employment.

5. After or before the two day Initial Inspector Conference either in Cleveland or in the field, each new inspector will receive one day's training in plant according to prepared plan as suggested by Division and Chief Inspector.

6. New Inspectors living beyond daily travel distance of CLD will receive basic training or Initial Inspector Conference training in their area. This will be handled by a representative from the Personnel Section Training Group, who will bring with him the necessary visual training and other equipment, samples, gages, suggestions and instructors obtained from the staff of the plant R.I.A.O. In the larger communities, Toledo, Columbus, Akron, Youngstown, Canton, Erie, etc., it will be possible for this Initial Inspection Conference to be given to the combined groups from several plants. Some of these groups may have already received their specialized in-service training covering their immediate inspection duties. Time off for such groups who have already been working will be arranged through their Division and Resident. If the plant does not have space for the Conference, most hotels are willing to give space required for one or two days without charge.

7. Up-grading Conferences will be held periodically in the plants with subject matter designed to enable inspectors to be upgraded as rapidly as possible.

THREE LEVELS OF INSPECTOR TRAINING GIVEN BY CLD

1. Basic Training - Initial Inspection Conference - Two days

   To be taken by all inspectors either before, or within two weeks after entering service. Conducted by representative of Training group of Personnel Section, assisted by staff of R.I.A.O. (See detailed plan below)

2. In-service Training - one day

   Given to all new inspectors on first day at work in plant according to prepared plan by staff of R.I.A.O. (See detail of plan in following sheets and Exhibits A and B)

3. Up-grading Training

   These will be one to three hours discussion held preferably in the plant, either on a definite schedule or as suggested by the R.I.A.O. and his Division. These lectures will bring special pertinent information to the plant inspection personnel dealing specifically with their operation. Films, charts, contractor engineers, Arsenal course graduates, Resident Inspectors, and lecturers from technical societies will be used for these sessions.

BASIC TRAINING - INITIAL INSPECTION CONFERENCE

A two-day conference held at either Cleveland or in the plant area for all new inspectors or within two weeks after entering CLD employ. Names obtained from hiring records of Personnel Section.

The Discussion will cover:

Orientation and Contracts
Drawings and Specifications
Steel Rule and Micrometer
Verniers and Height Gages
Thread Gages
Fixed Gages, Flush Pin Gages
Depth Micrometers
General Inspection Procedure
Defects in Samples
Physical Testing
Gaging of Parts
Public Relations
Statistical Method of Quality Control
Tour of Sample Room
Tour of Gage Laboratory

This will be general coverage of the field of inspection as set up by the Cleveland Ordnance District with no specialized inspection technique as required by a certain plant being stressed. Copies of the talk on "Ordnance Inspection" by Dr. Sullivan before a local technical group will be distributed to show the importance of proper Ordnance inspection. The oral discussion will be supplemented with visual educational devices and quizzes of the true-false, one word or short phrase answer type given at close of each subject. These will be graded and sent to the new inspectors, thru their residents. (See group. Exhibit C.)

IN-SERVICE TRAINING & ONE DAY AT PLANT

This training is designed to enable the new inspector to immediately become a "productive" member of the Resident's staff. This training should be specific, dealing with the gages or particular inspection technique which the beginning inspector will immediately use at close of training. A smattering of skill should be avoided. It is better that the beginner be able to perform one or two simple operations accurately than superficially acquainted with several. This training will be done by the Resident or delegated to one of his staff.

The instructor will fill out the "Reminder Sheet for Breaking in New Inspectors" and discuss it with the beginner. At the close of the day's instruction a copy of it will be given to the new Inspector. The Resident's clerk can type out these instruction sheets and a quantity kept in reserve covering each inspection operation in the plant. (See Exhibit A and B) With these in reserve it will be easier to shift inspectors from station to station, giving them an opportunity to learn the full inspection procedure and qualify for upgrading.

Plant Orientation and information regarding the contract and product will also be covered.

This training may be given in advance of the basic two day "Initial Inspection Conference" when the plant location does not permit the beginner to attend this Conference at Cleveland.

IN-PLANT UPGRADING TRAINING

Upgrading inspection personnel as promptly as they qualify will

enable CLD to fill the gaps in the higher inspector grades which are certain to appear during 1942. There should be a natural and logical movement of inspectors within the organization for the purpose of developing and using each inspector to the maximum of his abilities.

Upgrading conferences will be held in each plant on a definite schedule or at the suggestion of the Resident and his Division. These will be from one hour to three hours in duration. Pertinent information dealing with the particular plant operation will be discussed by competent speakers who will sometimes be assisted by the showing of special films, charts, or exhibits.

Sources of lecturers are:

Resident Inspectors
Graduates of Arsenal Courses
CLD Engineers and Division heads
American Society of Metals
American Welding Society
Cleveland Council of Technical Societies
Local technical societies (Outside Cleveland)
Contractor plant engineers or specialists
Sheffield Company lecturer
Local technical school faculties

Inspection Staff Libraries

The Resident can with little effort have grouped in his office books and literature dealing with the plant and inspection operation. Let this be available to the inspection staff for loan. This can sometimes be an index of the inspectors who are conscientious and deserving of upgrading. The Training Department of the CLD Personnel will from time to time send out lists of available pamphlets on technical subjects which may be obtained free of charge.

SELECTION OF ARSENAL TRAINEES

Interest in this phase of training will enable the Resident to make a more careful selection of the men who will be sent to Arsenals for Basic and Advanced training.

TRAINING AIDS NOW OR PRESENTLY AVAILABLE AT CLD

A - Portable Sound Projector & Screen

B - Film Library

1. CLD Films
2. Training Films
3. Commercial Films

C - Wall Charts 24 X 36

1. Screw Thread
2. National Series Thread
3. Classes of Fit
4. Form O.O. 1234
5. QMC Form 431
6. Form 4106
7. Form 4100 (Rev.)
8. Form 4165 (Rev.)

D - Wall Charts - Other

10 - part Vernier
25 - part Vernier

E - Calipers

1. Micrometer - with Vernier
2. Micrometer - Depth
3. Vernier

F - Gages

1. Plain Snap
2. Plain Plug
3. Plain Ring
4. Flat Plug
5. Progressive Plug
6. Plug Thread
7. Ring Thread
8. Profile
9. Flush Pin
10. Position

G - Samples

1. Defective Parts
2. Non-defective parts
3. Sub-assemblies
4. Complete assemblies

H - Blueprint Samples
Sizes A, B, C, D, (E)

I - Mimeographed Material

1. Explanation of Form O.O. 1234
2. Same - Form 431
3. Same - Form 4106
4. Same - Form 4100
5. Same - Form 4165
6. Same - Form 4164
7. Same - Form 4185
8. Same - National Thread

J.- Lecture Material

1. Lecture Outlines
2. Quiz on each subject

K - Copies of lecture obtained from men upon their return from the various Arsenals. These cover practically every phase of Ordnance manufacturing and inspection.

L.- Training Film on Inspection now in process of production. This shows inspection methods, techniques and devices from more than twenty industries with some shots of CLD inspectors at work.

SPECIAL CLD TRAINING SCHOOLS AT PLANTS

Schools of a specialized nature and operating for a one or two week period have been used as the occasion demanded. These will be continued as needed and additional ones developed if required. Two examples of these are:

1. Shell School of two weeks duration at the Willys-Overland Plant in Toledo, Ohio, and also at the CLD by Mr. Squire. Yoder Manufacturing Co. of Cleveland has arranged facilities for such a school at their plant.

2. Armor Plate School operated at the Diebold Safe & Lock Company at Canton, Ohio.

3. Automotive Conference review.

QUALIFYING TESTS IN HIRING CLD INSPECTORS

War-time production has absorbed most of the competent and intelligent men and women and a careful screening of men and women hired as inspectors is indicated to maintain a high degree of effectiveness among the inspection personnel.

No specific tests among the hundreds available is thought to be valid in selecting inspectors. This opinion has been voiced by Dr. Ohmann of Cleveland College and by Mr. Wynn and Mr. Sciple of the Ohio U. S. Employment Bureau. They all agree that a specialized test must be formulated for this purpose and its validity checked by follow-up of workers selected by it.

TRAINING PROGRAM RECOMMENDATIONS DATE_____

DIVISION:_____ R.I.A.O._____

PLANT :_____ MATERIAL:_____

Please list the requested information in the designated spaces below to enable the Training Department of the Personnel Section of CLD to prepare material, obtain films and exhibits and secure lecturers to make the Training Program helpful to you in fulfilling your responsibilities.

1. Types of gages used in your organization. (Do not detail)

2. Special techniques or knowledge which your men must possess other than use of gages listed above. Answers to (1) and (2) will guide the Training Department in securing helps for you in operating the One-Day In-Service Training and the In-Plant Upgrading Training Programs.

3. Please give below or on the reverse side your suggestions for improving the Basic Course - the Two-Day Initial Inspection Conference - and your evaluation of the effectiveness of this part of the Training Program.

Mr. Wynn and Mr. Seiple have viewed the motion picture taken of the 3 inch shell manufacture at the Mullins Co., Warren, Ohio, plant. This shows clearly the inspection techniques and they will then attempt to gather additional information preliminary to working out a test designed to assist us selecting inspection personnel.

It is possible that various contractors of defense materials will ask for assistance in training their inspection personnel. Our Training Program should enable us to be of real aid to them since our inspection procedure parallels theirs.

This possible condition should make it easy for our representative to convince the contractor that he should prepare and equip training space at his plant to train his inspectors. This facility could also be used for training of CLD inspectors in accordance with the outlined program.

RECOMMENDATIONS FROM DIVISIONS ON TRAINING COURSE CONTENT

The purpose of training is to turn over to the Residents men and women capable of joining his staff with a minimum of slowdown or disruption of the inspection routine. They usually have sound ideas as to what training would be helpful to the beginning inspector. The form immediately attached will be sent to the resident of each plant by his division and his suggestions as to the course content of the Initial Inspection Conference, the In-Service Training Program, and the In-Plant Upgrading Training Program. Replies to these will permit the Training Department of the Personnel Section to prepare material and secure lecturers that will be helpful to him in developing an efficient organization.

A resume of the Training Program will be sent to each Resident by his Division to give him an idea of its purpose and scope; permitting him to intelligently fill out the questionnaire.

GROUP EXHIBIT "C"

MEASURING INSTRUMENTS

1. Check the divisions which actually appear on micrometer calipers having a vernier scale.

0.00001	___	0.3750	___	0.2760	___
0.00015	___	0.6750	___	0.1000	___
0.00010	___	0.0250	___	0.1375	___
0.1250	___	0.0275	___	0.0010	___

2. Draw a line around those divisions which appear on vernier calipers.

3. Mark the following true or false:

   (a) Locking nuts and screws are provided on calipers so that they can be used as fixed production gages. _____

   (b) The screw in a micrometer is made large and rugged and has a course pitch. _____

   (c) The screw is small and delicate and has 40 threads to the inch. _____

   (d) A micrometer should be set to be most accurate at the zero reading. _____

   (e) Vernier scales are unnecessary adjuncts needed only by beginners. Old experienced shop men can obtain more accurate readings without them. _____

4. Use micrometers to measure a part given you by the instructor and write the answer in this space when you hand in your paper. _____

5. Follow the instructions given above but use vernier calipers. _____

Name_____

Instructor_____ Subject: Fixed and Flush Pin Gages and Depth Micrometers

1. The "Go" end of a plug gage wears out first.

   True_____False_____

2. A snap gage permits gaging of rapidly-turning parts in a lathe.

   True_____False_____

3. When one end of a progressive plug gage wears out, the whole gage must be scrapped.

   True_____False_____

4. A flat plug gage is a slice of a large plug gage.

   True_____False_____

5. A flush pin gage is used to indicate how much deviation there is from the required measurement.

   True_____False_____

6. A taper gage checks only taper angle.

   True_____False_____

7. A depth micrometer spindle reads from right to left.

   True_____False_____

8. Why are fixed gages preferred to micrometer or vernier calipers for quantity inspection?

SCREW THREADS

Define:

1. The major diameter is _____

2. The minor diameter is _____

3. The pitch diameter is _____

4. The lead is _____

5. Indicate by means of the sketch provided on board: major diameter, pitch diameter, minor diameter, lead or pitch, thread angle, flats at crest and root.

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

6. What are the characteristics of the American National Form of Screw Thread? (a) for thread angle? (b) for flats at crest and root?

(a) _____
(b) _____

7. What do the following abbreviations mean:
(Answer each one completely)

1 - 8 N_C - 1 _____
1 - 14 - NF - 4 _____
1 - 12 - N 3 _____
1.25 - 12 - H - 2 _____
1.25 - 12 - NS - 3 L.H. _____

8. What is meant by the term "basic size?"

9. What is meant by the term "nominal size?"

10. (a) The pitch of a triple thread is (the same as, one-half, one-third, one-quarter) the lead. _____.

(b) Which of the following statements is true? Check correct answer.

pitch in inches = $\frac{10}{\text{number of threads per inch}}$ _____

number of threads per inch = $\frac{1}{\text{pitch in inches}}$ _____

pitch in inches = $\frac{\text{number of threads per inch}}{\text{pitch in diameter}}$ _____

STEEL

1. Steel is essentially an alloy of which of the following elements? (Draw a line through each one which is not essential.)

Aluminum	Sulphur
Copper	Phosphorous
Carbon	Chromium
Tungsten	Molybdenum
Tin	Manganese
Zinc	Magnesium
Lead	Iron

2. Common gray cast iron is normally:
(more, less) brittle than steel.
(more, less) ductile than steel.
(higher, lower) in carbon content.

3. (a) Most shell stock is (cast iron, steel.)
(b) It usually is produced in a
(bessemer, crucible, open hearth, electric, cupola) furnace.

4. Mark the following true or false:

The soaking pit may be used to:
(1) Pickle ingots. _____
(2) Store the ingots at an elevated temperature until the rolling mill is ready for them. _____
(3) Bring the ingots to the proper rolling temperature. _____
(4) Increase the carbon content. _____
(5) Equalize the temperature throughout the ingot.

5. How are the following defects usually formed and what are their characteristics?

(a) Pipe

(b) Seams

(c) Gas cavities

(d) Scabs

NAME_____
DATE_____
INSTRUCTOR_____
TIME_____

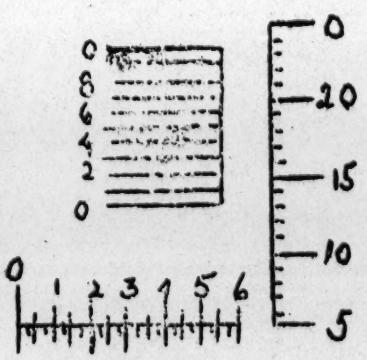
QUESTIONS ON VERNIERS & HEIGHT GAGES

1. Purpose of Precision Measurement is (check correct answer)
   a. To reduce waste of metal in machining
   b. To produce a smooth surface
   c. To permit interchangeability of parts
   d. To permit oversizing of parts

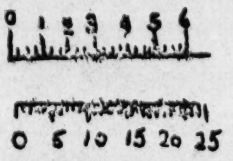
2. True_____or False_____
   The vernier on a micrometer caliper operates on the principle of an inclined plane.

3. The human factor of error limits the Vernier Caliper to third decimal place readings (thousandths)
   True_____or False_____

4. Indicate by arrows, where the following measurements would appear on each scale.



.3214



.467

Name_____ Subject: Determination of Defects from Samples

Date_____

Instructor_____

1. Check either "true" or"false"
   (a) Ordnance inspection is the same, fundamentally, as inspection in industry. True_____False_____
   (b) Inspection for the Ordnance Department carries no unusual responsibility. True_____False_____

2. Name two basic requirements of a good Ordnance Inspector.
   (a)
   (b)

3. Give an example of a defect caught by visual inspection:

   (a)

   (b) Caused by a mechanical operation.

   (c) Caused by a chemical operation.

   (d) Classified as a missed operation.

MZ Have you seen This.
Please return.

This is YOUR copy.

REPORT ON WOMEN WORKERS IN THE POST-WAR PERIOD

ADOPTED ON SEPTEMBER 20, 1944
By the
WOMANPOWER COMMITTEE
WAR MANPOWER COMMISSION, CLEVELAND, OHIO

Before the war, women constituted approximately one-fourth of the labor force of this country. Since the war began about 5,000,000 more women have entered the labor market. They now constitute more than one-third of all workers (34.5 percent in June 1944). Millions of women in the past have had to earn a livelihood and in many cases support dependents. As a result of war casualties, many more women will have to assume the responsibility of wage earner.

In Cleveland, the number of women now working in war production is estimated at 100,000. This represents three to four times as many workers as were employed in March 1940, in the same types of industries. All the increase in industrial employment does not represent new recruits to the labor market. Many women working in civilian services transferred to war production. Some of their places and those of many men in civilian services have been taken by new women recruits. The net result is that approximately the same number of women (100,000) are working in these establishments as in 1940. Thus in the Cleveland Area, it is estimated that about 200,000 women are now working; in 1940, there were 127,759.

In planning for employment in the postwar period, the facts given indicate that women should not be considered merely as a war labor reserve to be called forth in time of emergency and to be dismissed without consideration when the emergency has passed. It is recognized that a large number of women will voluntarily withdraw from the labor market when the war ends. Of the 5,000,000 new recruits, estimates based on several surveys indicate that 3,000,000 will remain in the labor market. Cleveland's proportion of that number on the basis of total population would be 30,000. The women who were working before the war and the added number who will find it necessary or desirable to continue must receive consideration commensurate with their rights as individuals in a democracy and with their contribution to war production. In presenting the need for consideration of women workers in postwar planning for employment, we are fully aware of the obligations that this country has assumed to preserve the re-employment rights of veterans, including those of women in the armed services, and of the complex economic and political factors involved in providing full employment. We are concerned that so little recognition has been given to women workers as one of the group for whom there must also be employment.

Accordingly, we, the Womanpower Committee of Cleveland Area desire to make known our position on the postwar employment of women, regardless of color, race or creed, as embodied in the following points:

1. That in planning for full employment additional women who have come into the labor market during the war be given full consideration.

2. That separation policies be based on skill and seniority and not on sex.

3. That women should have opportunity to pursue the new skills for which they have trained and for which they have shown fitness, without arbitrary prohibitions based on tradition or prejudice. The skills developed by women in their work are a national asset which should find effective use.

4. That public-financed courses for re-training be available for women displaced at the end of the war.

5. That women should be paid on the basis of job and not on the basis of sex.

6. That the Employment Service continue its Women's Division to aid in the placement and transfer of women to non-war jobs, to give counseling service, and to provide future occupational opportunities.

7. That both federal and state legislation to implement women's status be thoroughly explored:
   (a) Unemployment compensation laws should be made more adequate and discriminations against married women in provisions of Unemployment Compensation laws should be removed.
   (b) Laws discriminating against the employment of married women should be opposed.
   (c) Laws limiting hours of women's work, many of which have been set aside during the war period, should be restored.
   (d) Laws providing equal pay for equal work should be enacted.
   (e) A permanent Fair Employment Practices Commission should be established.

Acad by MZ
memo of
Aug 2

OHIO INSTITUTE ON POST WAR EMPLOYMENT OF WOMEN
held
June 23 and 24, 1945
at
OHIO STATE UNIVERSITY
in
SOCIAL ADMINISTRATION BUILDING

WOMEN'S BUREAU
AUG 8 1945
DEPARTMENT OF LABOR

2:00 - 3:30 Saturday, June 23, 1945

Call to Order

Greetings -- Mrs. Howard L. Bovis

Full Employment Panel -- Chairman, Miss Elizabeth Magee, Secretary National Consumers League and Consumers League of Ohio

Members; Mrs. Bess Barr LeBedoff, Personnel Director, American Shipbuilding Company, Cleveland, Ohio

Dr. Viva Booth, Ohio State University

Mr. Clyman (?) ~~Tom Downs~~, Ohio CIO — Legis Agent

3:30 - 4:00 Refreshments

4:00 - 5:30 Facts About and Forecasts for Employed Women of Ohio -- Chairman, Mrs. Alvah Petersen, Chairman State Public Affairs Committee YWCA

Speaker: Miss Martha Ziegler, Regional Representative, Women's Bureau, U. S. Department of Labor

8:00 - 9:30 Training and Placement -- Chairman, Miss Mary Corre, Cincinnati, Ohio

Speakers: Miss Lena Ebeling, Personnel Director, Sherwin-Williams Company, Cleveland, Ohio

Dr. Ernest L. Bowman, Special Field Representative War Manpower Commission in Ohio

* * * * * * * * *

10:00-11:30 Sunday, June 24, 1945

Standards of Employment -- Chairman, Mrs. Clyde C. Shively, Ohio League of Women Voters, Columbus, Ohio

Speakers: Miss Martha Ziegler, Regional Representative, Women's Bureau, U. S. Department of Labor

Miss Elizabeth Magee, Secretary National Consumers League and Consumers League of Ohio

Miss Christine Walker, UOPWA International Representative in Ohio

1:00 - 2:00 Community Facilities for Employed Women -- Chairman, Mrs. Fenton Fish, Chairman Industrial Committee, Ohio Federation of Protestant Church Women

Speakers: "Day Care Centers" Mrs. Joy Seth Hurd, Cleveland Diocesan Council of Catholic Women

"Public School Lunches" Mrs. L. D. Martin, Chairman Health Department and Council of Parents and Teachers

"Public Aid" Miss Marie Wing, Consumers League of Ohio

2:30 - 3:30 What There is to Do -- Miss Mary Schauffler, Chairman Womanpower Committee of the War Manpower Commission, Cleveland, Ohio

"Post War Employment and Current Program of the Bureau of Labor Statistics" -- Mr. Randle Dahl, Regional Office, Bureau of Labor Statistics, Cleveland, Ohio

Adjournment

* * * * *

Program Planning Committee

Miss Lauretta Banks, NAACP of Ohio

Miss Lena Ebeling, Personnel Women of Cleveland

Mrs. Fenton Fish, Ohio Council of Church Women

Mrs. Anna Freeland, Union Buyers' Club

Mrs. Roger Herter, League of Women Voters

Mrs. Joy Seth Hurd, Cleveland Diocesan Council of Catholic Women

Mrs. Mary Kelly, United Auto Workers

Miss Elizabeth Magee, Consumers League

Mrs. Bertha Perrin, CIO Auxiliaries

Miss Marie Reid, United Electrical Workers

*Mrs. Charles G. Rose, Womanpower Committee Cincinnati, Ohio

Mrs. Martha Townsley, Womanpower Committee Lorain County, Ohio

Miss Mary Schauffler, Womanpower Committee, Cleveland, Ohio

Mrs. Leo Schmidt, Ohio Federation of Women's Clubs

Miss Rosella Schock, International Longshoremen and Warehousemen

Mrs. Esther Schweitzer, International Ladies' Garment Workers Union

Miss Freda Smithburger, Womanpower Committee, Lorain County, Ohio

Miss Norma Vernon, Ohio CIO Council

Mrs. Keith Weigle, Ohio PTA

Miss Marie Wing, Consumers League of Ohio

Mrs. Ben Yenken, Ohio Council of Jewish Women

Chairman: Miss V. Freda Seigworth, YWCA

*Resigned

Arrangements Committee

Mrs. Alvah Peterson, Chairman
Miss Alma Herbst
Mrs. Fenton Fish

Region ~~III~~ VI
Columbus, Ohio
Curtiss-Wright
Corp. - Airplane
Div.

(not applicable)

Community Notes
Columbus, Ohio

March 1942
Agent: M. K. Anderson

VI ~~VIII~~

PERSONS INTERVIEWED:

Ohio State Employment Service
Columbus office, 435 Cleveland Avenue
Col. Earl C. Duncan, Local Manager
Mrs. Ann Ross, Placement Officer of Defense Industrial Women
Mr. McCarthy, Liason Officer for Curtiss-Wright Corp.

U. S. Employment Service
Ohio State Office, 427 Cleveland Avenue
Mr. Wade Hammond, Director for Ohio
Mr. William Papier, Chief, Reports and Analysis Section

Y. W. C. A.
64 - South Fourth Street
Miss Irene Rieley, General Secretary

N. Y. A.
9 - South Fourth Street, Area Office
Mrs. Malavon Graessle, Youth Personnel Officer

Franklin County Board of Education
Court House, Mound and High Street
Mr. G. C. Berry, Supt. of Schools

INDUSTRIAL PATTERN OF COLUMBUS:

Women employing industries --

1- Garment factories (Stern Dress Co., Hart Mfg. Co., Hercules Trouser Co., Lilley Ames, Co. being among the largest)
2- Meat packing houses
3- Shoe factories
4- Food industries (bakeries, candy factories, etc.)

The above were the principal peace time fields of employment for women, the number of women in the metal trades, electrical industries, etc. composing a relatively small number.

5- Columbus Coated Fabrics Corp. -- largest oil cloth manufacturer in the world and have always employed some women. Now going into the manufacture of barrage balloon cloth.
6- National Electric Coil Co. -- manufacture coils and electric motors and employ quite a number of women.
7- Bell Sound Systems, Inc. - making radio sounding equipment for military use. About 50 women employed.
8- D. L. Auld Co. -- metal works manufacturing small metal parts (metal stampings for automobiles). Employ from 100 to 200 women and they work as inspectors, spot welders, drill press operators, punch press operators, asemblers and spray painters.
9- Columbus Bolt Works -- manufacture bolts, nuts, forgings, and screw machine products. Employ the older type and more sturdily built type of woman for machine operations. These women have been with the company for some time.
10- Columbus Plastic Products, Inc. -- Women employed on buffing, cleaning, polishing and assembly work.

INDUSTRIAL PATTERN OF COLUMBUS

Women employing industries

11- Ranco, Inc. -- 601 West Fifth Avenue
Normally manufacture circuit breakers and thermostatic controls and now in the transition period of manufacturing binoculars and airplane instruments.

March 4, 1942 there were 475 employed and by August 1942 expect to reach a peak employment of 1100. 18 employees have been sent to Frankford Arsenal to be trained in the Instrument Division and they will act as instructors to the new employees.

12- Robinson Houchin Optical Co. - Training girls for optical work on defense production. Estimated 100-150 women in plant.

13- White Haines Optical Co. - a small factory but employ some women on optical work.

14- Timken Roller Bearing Co. - Women employed extensively on inspection, assembly and spot welding. In Nov. 1941 there were 823 women employed.

15- Federal Glass Co.
Owens-Illinois Glass Co.
In both of these plants women are employed as packers, inspectors or glass selectors, and in glass engraving and decorating.

16- American Stained Shingle Co., Inc. - manufacture rope "graumets" or shell protectors for the Navy. About 150 women employed to make these by hand and and the constant handling of rope was reported as making their hands very sore.

17- Kilgore Manufacturing Co., Westerville, Ohio -- this plant is located 17 miles from Columbus. It manufactures signals, flares and other pyrotechnics. Women are employed in the plant.

18- L. J. Gardiner Co. - normally makes motion picture machine equipment, but now making airplane parts.

19- Clark Grave Vault Co. - manufacturing airplane parts and shells, and have submitted bids on manufacture of demolition bombs. Both men and women employed in the plant.

Note: See enclosed Labor Market Survey for Columbus, U. S. Employment Service for additional data.

LABOR SUPPLY

The U. S. Employment Service Labor Market Report for March 17, 1942 reported a shortage in Columbus of tool and die makers, jig and fixture makers, tool designers, machinists, sheet metal workers, fabric workers, milling machine operators, wood pattern makers, turret lathe operators, centerless grinders and radial drill press operators. There is a lack of qualified workers in these occupations and the needs of Curtiss-Wright are acute.

LABOR SUPPLY: (cont.)

Curtiss-Wright is the only plant with a very extensive hiring program and it is adding workers at the rate of 1000 a month until it reaches a peak of 21,000 workers in June 1943. The company is training the majority of its new workers in its own school. Its labor supply is also being augmented by trainees in national defense schools.

The U. S. Employment Service active file of registrants for Franklin County and Columbus showed a total of 15,682, with 10,504 male and 5,178 female; and in the adjoining county of Pickaway including the city of Circleville there were 638 registered, including 556 male and 82 female. (See attached copies of report on registrations for Feb. 21, 1942.)

Female workers -- There is no great reserve of women with previous industrial experience because most of them are already employed, and for the most part the women now being employed are inexperienced and must be trained. There is a great reserve of unskilled female workers.

There has been very little fluctuation of female workers into Columbus from the outside. Married women who have never been on the labor market before are now seeking employment, and waitresses, store clerks, domestics, etc. who formerly looked askance upon industrial work are now seeking employment in defense industries.

Note: See enclosed reports of the U. S. Employment Service for more details on labor supply in the Central Ohio area.

TRAINING:

Curtiss-Wright Training School (309-South Fourth, Columbus, Ohio)

The Curtiss-Wright Corp, has set up its own training school where it trains most of its unskilled workers. It has a machine shop course and an aircraft riveting and sheet metal fabricating course, each six weeks in duration.

December 1941 women were first placed in this training school and at the present time there are 6 women in the machine shop class and 271 women in the riveting and sheet metal fabricating class. They are given the same training as the men. All women must be trained in this school prior to employment except if they have some exceptional skill or ability. Practically all of the women now employed except for some inspectors and the power machine operators have gone through the school.

N.Y.A. Defense Training Courses

The NYA has a very well equipped training center where it carries on an extensive defense training program.for both boys and girls.

Courses offered in March 1942 and number enrolled:

Wood shop (only boys)	49	
Machine shop (boys and girls)	117	(23 girls)
Welding, acetylene and arc) (only boys)	74	
Sheet metal (only boys)	40	
Auto mechanics (only boys)	16	
	296	

TRAINING: (cont.)

N. Y. A. Defense Training Courses (cont.)

Classes now held on a three shift basis, 8 hours a shift and five days a week. Girls are all on the first shift from 7 AM to 3 PM.

In August 1941 eight girls were taken into the machine shop to be trained as inspectors and they were taught the use of micrometers, calipers. gages, scales, etc. They were placed in inspection work.

Machine shop course for girls --

Local demand for machine operators gave impetus to train girls in the machine shop and the first class of girls was started in January 1942. They receive the same training as the boys and the courses last a maximum of three months with most of them completing the course in much less time. The trainee specializes on one type of machine which may be an engine lathe, drill press, boring machine, milling machine, or internal or external grinder.

There are now 23 girls enrolled in the machine shop course and within the next month this number is to be doubled or tripled. There are getting to be fewer and fewer boys available for training because they are finding employment and as a result more girls are going to be trained.

The girls are required to wair slacks, hair net, low heeled shoes and they can wear no jewelry.

Three of the girls from the machine shop class have been placed at Curtiss-Wright as lathe operators, and four have been placed at Cleveland Pneumatic Tool as lathe operators. Many of the boys have been placed in non-defense industries to replace men who have gone into defense work.

Power machine operating for girls --

40 girls were enrolled as power machine operators, and although this is not a part of the defense training program, many of the girls go into defense industries in work other than power machine operating because their training is considered valuable work experience for other factory jobs. A number have gone to the Timken Roller Bearing Co. as inspectors, assemblers and spot welders.

Columbus City Schools' National Defense Training Courses

No defense training classes for women or girls have been provided to date, but March 30, 1942 women are to be taken into the machine shop classes. There will be two classes of a total of 40 women and the course will be 12 weeks long.

Courses for men and number enrolled, March 1942

Machine Shop - 10 pre-employment classes	125
Machine Shop - 3 supplementary classes	51
Welding 1 " "	13
Template making 1 " "	20
Wood patternmaking - 1 pre-employment class	20
	229

Ohio State University Defense Training Courses

(See Curtiss-Wright schedule for supplementary courses offered.)

TRAINING (cont.)

Franklin County Schools National Defense Training Courses

None of the Frankling County Schools had defense training classes for girls. The following schools offered defense training for boys:

Mifflin High School - general sheet metal and welding
Lincoln High School - sheet metal and welding
Worthington High School - welding, machine shop, patternmaking, and woodworking.

None of the county schools were contemplating the training of girls in the immediate future.

Delaware, Ohio Defense Training Program

Curtiss-Wright reported that it was getting a number of workers from the defense training courses in Delaware including girls who were enrolled in the airplane metal course.

Courses and number enrolled, March 1942:

Machine Shop	2 pre-employment	classes	28
Airplane metal	2 "	"	26
Sheet metal	1 "	"	16
Welding	1 "	"	27
			97

Machine Tool Institute of Ohio

A new training school is being established for machine operators in war work. The courses are for both men and women and they are short six weeks courses. Types of machines on which training will be given: lathes, shapers, grinders, drill presses, gear cutters, planers; and training will be given in welding.

Note: For more details on training facilities in the entire State of Ohio see the U. S. Employment Service Bi-Monthly report on the national defense training program which has been enclosed.

HOUSING

Y. W. C. A. Residence facilities for women

Main building -- 81 rooms and 110 beds for permanent guests and 15 to 20 beds for transients. Have a dining room and coffee shop.
Residence Hall -- accommodations for 100 permanent guests, and the girls here get both board and room. Younger group of girls live here.

Both of these residences are filled to capacity but this is a normal situation existing even before defense days because there are so many state offices in Columbus. The YWCA also operates a room registry and girls seeking rooms have so far readily found vacancies. There has been no added pressure for rooms felt, indicating that there has been no great in-migration of female workers. The YWCA contacted the Curtiss-Wright plant regarding housing women and found most of the female workers came from within commuting distance and there was no housing problem.

HOUSING (Cont.)

Luthern Home for Girls

This is the only other home for girls in Columbus aside from the YWCA, and it has accommodations for 30 girls all of which are filled.

Slum clearance housing projects

There are three white and one colored slum clearance projects and many of these homes have been set aside for defense workers including Curtiss-Wright workers. The Metropolitan Housing Authority has just announced that 340 dwelling units in the Lincoln Park project are ready for occupancy and preference is to be given to defense workers.

Defense housing projects

There are no defense housing projects in Columbus and there are also no trailer camps.

General housing conditions

The Chamber of Commerce contends that private construction has and will continue to be able to keep apace the demands for more houses and dwellings.

The Curtiss-Wright officials, however, report a decided shortage in housing facilities and claim that the realestate board and private contractors have influenced surveys made showing that there is no housing shortage. They claim there is the greatest shortage of houses for those in lower income brackets, and the company has two people who do nothing but help new employees find places to live. Of the 6109 workers now employed at this plant, 2646 have come from places removed from Columbus.

TRANSPORTATION

Consideration is being given to staggering working hours of plant and office workers in Columbus to alleviate traffic congestions.

There has always been a transportation problem with regard to the Curtiss-Wright plant located 7 miles from the city center. There is regular bus service to the city limits throughout the day, but the plant is about a mile from the city limits and between the hours of 10 AM and 2:30 PM there is no bus service from the city limits to the plant. The private transportation system is reluctant to increase the bus service and there is bewilderment as to what the outcome will be. There were some indications that the company might have to provide its own bus service.

Practically all of the Curtiss-Wright people now come in private cars.

RECREATION

Y. W. C. A.

The YWCA has bowling alleys, swimming pool, gymnasium, auditorium and numerous parlors and meeting rooms.

The hours for some of the recreational and educational classes and dip hours have been changed in a few cases where the girls are now getting off work at odd hours due to defense work, but there has been no appreciable change in the YWCA educational and recreational program. Some of the girls have dropped out of activities because alternating work shifts which made participation difficult.

RECREATION (cont.)

City recreational facilities

The recreational facilities and activities under the Park Department are traditionally poor and inadequate. The Mayor now has appointed a committee under the Council of Social Agencies that is to study the recreational needs of the community.

A Citizens U. S. O. Committee is being formed.

DAY NURSERIES

Day nurseries were reported as being very overcrowded and more were going to have to be set up. Some women have been looking for boarding homes for their children during the times that they are working in industry.

2 tables by Social Security
on Employment in Columbus
and in Circleville, Ohio
have been
detached + filed with
"Labor Supply"

3F
3F
Region ~~V~~ VI
Ravenna, Ohio

Women's Bureau, U. S. Department of Labor
Washington

~~V~~ VI

RAVENNA, OHIO, DEFENSE AREA

Confidential
March 1942

(original in ~~dft~~ file)
12/11/42

Summary of Needs -

1. Transportation -

Eating and recreation problems would be much less acute if more transportation could be provided. There is the plant cafeteria, there are restaurants in Ravenna (as well as the more or less adequate ones at Cotton Corners where the girls eat now), there are recreational facilities offered by the USO, but these are not accessible to the girls living in the dormitories. Residents of the dormitories that are to be built on the reservation will have the same problem.

The bus facilities between the dormitories and the plant at the hours of the change of shifts are too inadequate to take care of the dormitories.

2. Eating Facilities -

Increased transportation facilities will alleviate the most serious eating problems now.

Some arrangements should be made for providing food for girls in the dormitories with minor illnesses. It certainly would be an advantage to have eating facilities near the dormitories, such as a dairy or snack bar.

3. Recreation Facilities-

Here again the chief difficulty is transportation between the dormitories and the existing recreational facilities.

4. Housing Facilities -

There is no shortage of housing for women at present, but as tire rationing begins to affect the commuters, there will be need for more housing and there will be a shortage unless some provision is made.

There is a shortage of family houses and apartments and the need increases as older men with families are hired.

5. Child Care -

Various individuals and agencies interested in child care should work out an agreement now on procedure for child care before the need becomes more acute.

 Confidential

RAVENNA, OHIO, DEFENSE AREA

SUMMARY OF SURVEY - MARCH 1942

Persons Interviewed

1. Mrs. Nettie Dalrymple - W.P.A. Housekeeping Aids Director for Portage County
2. Mr. Goldman - W.P.A. recreation director for Portage County
3. Miss Geraldine Adams - Director of Homes Registration office in Ravenna, and Executive Secretary to the Social Federation
4. Mrs. Reba Myers and Miss Ruth Dengler - workers at the Bureau of Public Assistance
5. Miss Charlotte Ford - N.C.C.S. - U.S.O. worker at Girls' Unit in Ravenna
6. Mr. Shepherd - Director, U. S. Employment Service office at Ravenna
7. Dr. Harris - head of the Portage County Health department
8. Mr. C. P. Rausch - Superintendent of Portage County Schools
9. Miss Eileen Littrell - Secretary to Mr. Rausch
10. Judge McClellan - Head of the Welfare Section of the Defense Council in Ravenna
11. Miss Bertha Daniels - Y.W.C.A.-U.S.O. worker at Newton Falls, Ohio
12. Mr. Frank Bodke - Y.M.C.A.-U.S.O. director of the Armory Recreation Center in Ravenna
13. Miss Lois Fair - Y.W.C.A.-U.S.O. worker at Ravenna
14. Mr. Joseph Barnett - Area Representative of Federal Security Agency
15. Mr. I. M. Brown - Mgr., Newton Falls Housing Project
16. Mr. C. S. Moss, Project Coordinator, Federal Public Housing Authority
17. Mrs. James Davis, wife of minister at First Congregational Church who has been interested in problems of dormitory eating facilities.
18. Judge Blake Cook, Court of Common Pleas

Persons Interviewed (cont.)
Ravenna, Ohio

19. Mr. Earl Reinke, Mgr. of Farm Security Dormitories, Ravenna

20. Miss Peterson, Asst. Mgr. of Farm Security Dormitories

21. Miss Margaret Blenkner, U.S.O-Travelers' Aid, Ravenna

22. Miss (?) Roberta Gillette, Forelady of W.P.A. workers, Trumbull County Homes Registration offices (Interviewed in Newton Falls)

23. Ruth Harvey, Homes Registration office, Newton Falls

24. Mr. Charles S. Culver, President of National Arsenal Workers of America, Ravenna

25. Mr. Frank Crise, Organizer for United Mine Workers of America, Ravenna (Interviewed by Miss Manning)

Mr. John Farrell, Director of Housing and Recreation for Atlas Powder Co., operating the Ravenna Ordnance Plant, was interviewed particularly concerning community problems.

Robert C. Goodwin, Director of Office of Defense, Health, and Welfare for Region V and
Daniel Goldy, Assistant to the Director, were also interviewed in Cleveland.

RAVENNA, OHIO, DEFENSE AREA
SUMMARY

I. Areas affected by defense plants:

a. Defense Plants

Ravenna Ordnance Plant

b. Towns within area from which commuting is feasible:

Towns	Population (1940 Census)	Economic Structure
Ravenna	8,538	These cities have had industries, including a woolen mill, rubber company, electric company, aircraft parts which are now being expanded and are employing more women than before. Youngstown industries largely employ men, therefore this city is a possible source of female labor supply for Ravenna.
Kent	8,581	
Newton Falls	3,120	
Warren	42,837	
Youngstown	167,720	
Akron	244,791	

c. Characteristics of surrounding rural area:

The surrounding rural area is one of small farms. The chief products are corn and cattle. Ravenna, as well as some of the other towns, is known for its retired farmers who are rather well-to-do and live in nice homes in the better sections of the towns.

d. Comments concerning outlying area (beyond commuting distance):

Ravenna is reasonably near several large cities from which labor supply could ordinarily be drawn, but it is also in the heart of an area in which there are numerous other defense activities to attract workers. Cleveland and Pittsburgh which lie on opposite sides of the Ravenna Ordnance Plant are the largest neighboring cities. Pennsylvania was cited as one of the principal sources from which the plant is going to try to recruit employees; some have already been brought in from Tamaqua, Pa., where Atlas Powder Company has another plant. West Virginia and Kentucky are also considered prospective sources of labor supply.

II. Agency coordinating activities for defense:

In February 1941 the Social Federation of Portage Countywas organized largely through the efforts of Judge Blake Cook of the Court of Common Pleas, who early realized that the community should concern itself with the problems created by a large influx of population. This organization was designed to include representatives of civic, welfare, health, religious, educational and recreational organizations and "public officers whose duties relate directly to social welfare." There are numerous divisions within the Federation, such as recreation, education, housing, religion, welfare, law enforcement, and industrial relations.

Recently, the Social Federation became the Morale Division of the County Defense Council. The rest of the County Defense Council is said to be still largely inactive except for a tire rationing office. Kent and Ravenna have local Defense Councils.

It is generally admitted that many of Judge Cook's ideas are good and some divisions of the Federation, such as industrial relations and law enforcement, as well as housing and recreation, have been active. The Council of Social Agencies, an important part of the Welfare Division has been inactive until recently. Now with Judge McClellan of Ravenna as the newly appointed coordinator, these agencies are organizing a program which will make provisions for child care, emergency housing in case of bombing, etc.

The Social Federation has received considerable publicity on a national scale and visitors from several other war industry areas have come to get information concerning its plan of organization. The Federation has met with some difficulties according to reports; it has not had the support of some groups in the community and there have been conflicts. There has been more general cooperation since December 7th. Because of the organizational scheme, which puts all activities under local people who are supposed to coordinate the work of government and other organizations, there has been resistance from professional groups who felt that too much control might be exercised by amateurs.

Mr. John Farrell, housing and recreation director for the Atlas Powder Company, is director of the homes registrations offices of Portage County, However, Miss Geraldine Adams, executive secretary of the Social Federation, is in active charge of the homes registrations work in Portage County. Other personnel is furnished by the WPA which also cooperates with the Social Federation in a recreational program. Rent for office space, and heat are paid for by the County Board.

Ravenna, Ohio

III. Sanitary facilities:

Dr. Harris, head of the County Health Department, stated that he believed the water supply is entirely adequate. His department is prepared with the necessary chemicals, etc., to treat the water should an attempt at sabotage be made.

Much concern has been expressed over the fact that the sewage facilities in two of the restaurants at Cotton Corners where the girls from the F.S.A. dormitories have to eat have been declared inadequate by the Health Department. Ravenna has recently voted a bond issue, however, and the Federal Government has granted funds to extend the city sewage system to the dormitories which are now equipped with their own septic tanks as a temporary arrangement. Dr. Harris said that when this extension is completed, the two unsatisfactory restaurants will be made to tie in with the city system. Construction is being held up now because the State Highway Department does not approve the location which Ravenna has selected for the sewers.

It was reported that Newton Falls has extended its sewage facilities to the new defense housing project there, but that the 2,000 houses to be constructed at Windham will probably have their own sewage system.

An ordinance has been passed regulating the sanitation at the trailer camps, but agents were told that people living there are not obeying the law and that there is a degree of uncleanliness in these areas.

IV. Transportation facilities:

The lack of adequate transportation in the Ravenna Ordnance Plant area is really the key to all the problems of housing, recreation, eating, etc., for women workers.

People commuting from surrounding towns are now traveling either in private cars or on buses which run on fairly regular schedules. The big problem arises with the girls living in the new Farm Security dormitories at Cotton Corners and those who will be living in the dormitories to be constructed on the Government reservation.

The buses which run to the plant at the beginning of shifts are already so crowded when they reach the FSA dormitories that the girls have to stand a distance of about 8 miles if they get on at all, and often the buses don't even stop. Many of the girls have resorted to hitchhiking or catching rides with workers going to the plant in private cars.

One solution to the eating problem which has arisen because of the inadequacy of the restaurants at Cotton Corners would be for the girls to eat breakfast before work and dinner after work in the plant cafeteria. But the buses in the morning do not arrive in time for this, and the evening buses leave before the girls could possibly have time to eat.

Transportation facilities (cont.)

The U.S.O. has set up a recreation program in the area which many of the dormitory girls would like to take advantage of, but they have no transportation to and from the center. The N.C.C.S.-U.S.O. girls' unit is located on one side of Ravenna about 2 miles from the dormitories, the Armory Recreation Hall which is opened to the girls two nights a week is on the other side of the city still farther away, and the new $90,000 Federal Recreation Building is in Newton Falls about 13 or 14 miles from the dormitories. There are no buses between these centers and the dormitories. The girls who will be living in the dormitories on the reservation will have the same recreation problems.

Being Provided: Mr. Reincke, manager of the Cotton Corners dormitories, has recently had a conference with the transportation company which has agreed to start running a bus from the dormitories to Ravenna at 6:30 p.m. and back again at 8:45 p.m. If the girls miss the 8:45 bus, there is one running to the plant at 11 p.m. which they could take. This plan will enable them to take some advantage of the recreation facilities in Ravenna.

Mr. Farrell, housing and recreation manager for Atlas Powder Company, thinks that he will be able to get special permission when the reservation dormitories are built to use the Government buses for transporting the girls between the dormitories and the recreation centers.

Additional Needs: The greatest need at present is a bus schedule which will enable the girls to get to adequate eating places. This could be met in two ways:

1. By having buses arrive at the plant in time for girls to eat before their shift starts, and having them leave the plant after the girls have had time to eat their evening meal in the plant cafeteria.

2. By having buses from the dormitories to Ravenna at the time of the evening meal for those who care to come in town for dinner.

V. Housing:

Family units - A shortage of family houses and apartments is the most acute housing problem at present, and is increasing as older men with families are hired to replace younger men subject to the draft. A report for Portage County as of March 20, given by Mr. Farrell, shows the following figures:

Vacancies:		
	Total 164	(57 substandard
		(20 too far distant
	Rentable:	(8 at Kent, 20 miles from plant
		(5 at Ravenna, 8 miles from plant
		(74 rural
Applications:		
	Apartments:	140 furnished
		5 unfurnished
	Houses:	13 furnished
		50 unfurnished
Applicants Placed -		74 in houses and apartments

Ravenna, Ohio

V. Housing (Cont.)

In addition to a rather large program of private construction, especially in Ravenna, the following Government projects are either under way or approved:

Warren, Ohio - Westlawn Homes: 250 units already occupied; 150 more units to be ready within 5 or 6 weeks.

Newton Falls, Ohio - 350 units practically completed, 35 of which are already occupied.

Windham, Ohio - approved for the location of 2,000 dwelling units.

Four hundred more units are in the program, but their location has not been determined. Several hundred additional trailers will also be brought in to supplement the already existing Government camp at Newton Falls which has 150 trailers.

Miss Geraldine Adams of the Homes Registration office in Ravenna stated that Portage County was being hit hard by the housing problem because it had never built to take care of anybody but its old, established residents.

Rooms for women - Directors of the Homes Registration offices in Warren, Newton Falls, and Ravenna stated that they are having very few calls from women for rooms. It seems that at first there were a large number of office girls seeking places to live, but that all the production workers hired more recently commute and are not interested in moving into town. In Trumbull County there are at present about 500 rooms available; but since no inspection is made, there is no way of telling how many of these are suitable for women or open to them. The city of Ravenna alone has about 100 rooms in which women will be accepted, and since some of them are double rooms, they can accommodate approximately 150 girls. Average rents are $3 to $4 for each person in a double room, and $4 to $5 for single rooms.

In addition to the Farm Security dormitories for girls described below, plans are being made to construct 1,150 dormitory units on the Government reservation, 500 of which will be for women.

Apparently there is no present scarcity of housing for single women, although there may be as tires wear out and commuters have to move in near the plant. The main problem now is to make the available facilities attractive enough to the girls to make them willing to take advantage of them. It is almost certain that in the future, Atlas is going to have to bring in most of its labor supply from the outside (beyond commuting distance). For this reason, most people are concerned over the probability of a very definite housing shortage for women.

Ravenna, Ohio

VI. Girls dormitories at Cotton Corners:

a. Built by - Farm Security Administration.

b. Operated by - Farm Security Administration.

Persons in charge - Mr. Earl Reincke and Miss Peterson

Qualifications - Mr. Reincke who is general manager of the dormitories was formerly employed in personnel work at Northwestern University.

Miss Peterson who is in charge of the office and serves in the general capacity of a housemother is experienced in hotel, apartment, and cafeteria management; but in addition to her administrative ability, she seems to have the personality that would enable her to get along well in personal relations with the girls.

c. Location - The dormitories are located between the city of Ravenna and the Ravenna Ordnance Plant, about one-fourth mile from a crossroads called Cotton Corners. They are 1½ miles from the heart of Ravenna City and approximately 8 miles from the plant.

d. Room description - Measurements of the rooms are 8 x 10 fee single, and 10 x 12 fee double. The metal furniture, consisting of a bed, a bureau, and a chair, is painted dark brown. If it is a double room, there is a separate bureau and chair for each girl. Each room, regardless of whether it is occupied by one girl or by two has only one clothes' closet without a door, but plans are being made to order curtains for these closets. There are no window curtains for the single window in each room nor any spreads for the beds. Every girl is provided with two army blankets. Rents are: $4.25 per week single, and $5.00 per week double.

e. Ratio of toilet and bath facilities to number of women: Each dormitory, which accommodates 59 girls has a large bathroom containing 10 wash bowls, 2 tubs, 4 showers, 2 drinking taps. Hot and cold water is available 24 hours a day.

f. Room service - Maids make the beds and clean the rooms every day. They change the sheets twice a week. Washrooms are scrubbed daily.

g. Eating facilities - There are no eating facilities at the dormitories. The nearest eating places are at Cotton Corners crossroads, about one-fourth mile from the dormitories (see general section on eating facilities).

h. Provisions for care and food during minor illnesses. There is no hospital room, nor are the girls allowed to have hot plates in their rooms on which to heat water, etc. Miss Peterson, resident matron and administrative assistant to Mr. Reincke, said that so far she has been going out to get food, etc., for girls who are sick and has been using a hot plate which she has somewhere in the main building.

i. Recreational facilities in dormitory. The only place for recreation in the dormitories now is a lounge 35 x 15 feet in each building. Although small, these lounges do have space for one or two card tables, two writing desks, several floor lamps, and a reasonable amount of leather upholstered furniture. They can accommodate two or three girls who might be having dates. Miss Fair, one of the U.S.O. workers, is living in the dormitories, and she has already started a ballroom dancing class which is held in one of the lounges (See general section on recreation for possibility of other facilities at the dormitories.)

j. Extent of self-government - Girls were just beginning to move into the dormitories at the time of agents' visit, and there has been no attempt at self-government yet.

k. Other comments. Since Miss Fair has actually been living in the dormitories with the girls, she was able to give some personal opinions with regard to the problems that have come up. According to her, the girls are rather well satisfied with the living quarters. Their chief objections are:

1. The noise. The girls work different shifts, and some who are getting ready for work make so much noise that those on other shifts can't sleep.

2. They have no way of getting to desirable eating places or to facilities for recreation, etc.

VII. Eating facilities:

The problem of eating facilities is most acute at present for the girls living in the Farm Security dormitories at Cotton Corners. There are now no provisions of any kind for these girls to prepare anything for themselves or to be served meals near their living quarters. They are not allowed to have a hot plate in their rooms, because it would create too great a strain on the wiring system.

The nearest eating places are at the Cotton Corners crossroads. Various reports were given about the distance of these restaurants from the dormitories, differing from a quarter of a mile to a mile and a half. Agents walked this distance as a test, and found that at a reasonable gait it required about ten minutes. Complaints were heard too about the muddy roads and lack of lights; but now a boardwalk has been built and preparations for lighting are being made. The walk between the dormitories and these eating places is none too pleasant especially when it rains. The girls have to go at all hours, and it is a lonely walk for those on the night shift.

VII. Eating facilities (cont.)

There are three restaurants and one bar, two of which have been declared unsanitary because of inadequate sewage facilities. As stated before, Dr. Harris of the Health Department thinks that this matter will be cleared up as soon as the new extension of the sewage system is begun.

Doubts were expressed about the restaurants at Cotton Corners as desirable eating places for women because of the regular clientele and general conditions. The agents gave the following reports: "The Brown Gables" is clean and serves reasonably good food - not regular meals but sandwiches and short orders. Beer and wine are served, but there is no regular bar. There is a seating capacity of 40, but there was practically no one there at the time of the visit. The other place did not serve as good food as the first one, although it does serve regular meals. Apparently it is difficult for girls to get one good, well-balanced meal a day. The agents were told that girls come to this place to eat and stay three or four hours, which would seem logical from the atmosphere of the restaurant. There are slot machines, people coming in and out, with the decided informality of a crossroads restaurant.

Because the dormitories are not full, the proprietors of the restaurants have not yet felt the need of expanding and making them more desirable for women. Before the dormitories reach their capacity of 400, these restaurants will be unable to take care of the increased numbers.

The Ravenna Ordnance Plant does have two very adequate cafeterias, but the dormitory girls cannot take advantage of them because the buses arrive in the morning just in time for work and leave in the afternoon before the girls have time to eat dinner. The same applies to the night and midnight shifts. Girls do not have time to use the plant cafeterias at their lunch periods, so they now bring cold sandwiches packed for them at the Cotton Corners restaurants. Some of them have bought thermos bottles for hot coffee. The plant is planning to carry hot food into the production areas at noontime.

There are three fairly adequate restaurants in the city of Ravenna, but the girls have no regularly scheduled transportation between Ravenna and the dormitories.

There is much talk about the desirability and the possibility of setting up a cafeteria or a dairy bar at the dormitories. No definite action has been taken, but until something is done, it seems that the most reasonable temporary solution to the eating problem would be to work out a bus schedule that would enable the girls to take advantage of the facilities already existing.

Mr. Farrell, of Atlas Powder Company, said that he could get some people to come in and operate a cafeteria on a concession basis, but that nobody wanted to put up his own building since the people have found out that the Government is only leasing the land on a yearly plan. Mr. Reincke, manager of the dormitories, is still hoping for a combination eating places and recreation building. (His idea of eating place would be on the order of a dairy bar rather than a regular cafeteria.)

VIII. Child care:

Because of the scarcity of housing and labor supply, plant and employment officials and others in the community think that it is necessary to recruit the wives of workers (even if they are mothers of small children) so that there will be more than one worker in each housing unit. Other government and social agencies think it is unwise to plan to use the mothers of small children until all other available labor supply is used.

In spite of opposition the plant is going ahead with its plan of recruiting the women at the Windham housing project.

Therefore a program of child care is essential, and the agents strongly recommend that the different people and agencies should get together now and work out a plan before the problem becomes more acute.

IX. Health facilities:

Akron, Warren, Cleveland, and Kent do have hospitals which are adequate at present and to which the Ravenna Ordnance workers could go in an emergency. Robinson Memorial, the only hospital in the city of Ravenna, has only 38 beds and is now trying to care for 68 patients on the average. All available space (even the corridors) is being used. An addition which will provide for 40 more patients is now under way.

Dr. Harris, head of the County Health Department, stated that the U. S. Public Health Service had offered to give Ravenna a $50,000 health center with several different kinds of clinics but that the county commissioners had turned down the offer and refused to give the necessary land. It was decided instead that funds would be requested for the addition to the hospital. This addition, now being constructed at a cost of $150,000, will include space for dental, orthopedic, venereal disease, and other kinds of clinics.

The County Health Department has also increased its nursing staff to a total of 5 instead of 2 as formerly. These nurses are doing more bedside or demonstration nursing which means that they are going into the homes and teaching the women how to care for sick patients so that some of the load will be taken off the hospitals.

As health physician for the Ravenna Defense Council, Dr. Harris is now working out a plan of the specific duties for which the County Health Department will be responsible should an emergency occur at the Ordnance Plant. There will be a stated place for each First-Aid Kit, definite location to which victims will be transported, and particular jobs set aside for each member of the Health Department staff.

X. Education facilities:

According to Mr. C. P. Rousch, Superintendent of Education for Portage County, the defense program has brought a slight increase in school enrollment throughout the county, but the real increase is expected

Ravenna, Ohio

X. Education facilities (cont.):

during the next school year when the Ravenna Ordnance Plant is nearer peak production. The chief problem at present is an overcrowding in three particular schools resulting from an influx of people who were moved from the land which the Federal Government bought for the Ravenna Ordnance buildings. Two of these schools, Ravenna Township and Brimfield Jr. High, have asked for government grants, but no action has been taken to date. The other one, located at Brady Lake, was to receive a new 4-room building as a result of a $50,000 bond issue voted last year plus a Federal grant already approved, but construction is being held up because of an Ohio law concerning schools. This same law is causing concern over the possibility of a new school at Windham where 2,000 family dwelling units are to be built. Due to a shortage of materials, a permanent structure is almost impossible now; but the residents of Brady Lake are not willing to use their bond issue money on anything temporary, so the Federal Government wants to put up a temporary school at Brady Lake as well as at Windham. The plan would be for the Government to lease the land, construct the building, and then lease the building back to the Department of Education. The Ohio law, however, requires for schools a fireproof structure with a special type of ventilation and other qualifications which the Government's temporary building will not be able to meet. It is possible, therefore, that the Department of Education would not be allowed to lease the schools even after they were built unless some way of getting around the law is found. Mr. Rausch stated that he is working on the problem now, especially with regard to Windham where the new housing project will make some addition to the school facilities necessary. He mentioned incidentally that he is planning to use some of the wives at Windham to replace the teachers whom he is losing to the draft, to industry, etc.; but the Ordnance Plant is also counting on these women as one of its sources of labor supply.

Mr. Rausch feels that the education problem will be much more acute when, due to tire rationing, commuting is no longer feasible and people begin to move in nearer the plant.

XI. Recreation:

Most of the public recreation at present is under the direction of U.S.O. workers. There are 3 U.S.O. centers in the area:

(1) Newton Falls Recreation Center. This is a new $90,000 building put up by the Federal Government and now operated under the leadership of Miss Bertha Daniels, YWCA-USO worker. It has a large reception hall, a gym equipped with a stage, two lounge rooms, a game room, and a kitchen. 1/ It is equipped with card tables, ping-pong tables, a snack

1/ It should be noted that the kitchen is not furnished adequately for the preparation of meals. It has a large refrigerator, a coffee urn, and a double hot plate; but Miss Daniels has declared the coffee urn as well as the soda bar in the lounge room "surplus". She said she is going to ask for an electric oven or cooker because she thinks there will be more need for it than for a stove.

Ravenna, Ohio

XI. Recreation (cont.)

tables, a snack bar, etc. The program consists of knitting classes, first-aid classes, square dancing, community sings, etc. The most popular feature seems to be the regular Wednesday night dances which boast an average attendance of 400 people, many of whom are girls from the Ordnance Plant.

(2) Ravenna Armory Recreation Center. Through the Federal Security Agency, the armory in the city of Ravenna has just been made over into a very adequate gymnasium, accompanied by a kitchen and three game or lounge rooms which are not yet fully equipped but will be within a short time. A YMCA-USO worker, Mr. Frank Badke, is in charge, assisted by Miss Fair who will take over the work for the girls. This center will be open every Tuesday and Thursday nights, especially for the women at the plant.

(3) N.C.C.S.-U.S.O. Girls' Club. This center is located on the opposite side of Ravenna from the Armory and is directed by Miss Ford who was formerly a director of physical education in the public schools of Dubuque, Iowa. She has organized first-aid, knitting, and personality classes; but her big project at present is the "Arsenal Supper Club" which is composed mainly of girls who work at the Ravenna Ordnance Plant and who meet every Thursday evening at the U.S.O. Club for dinner and an informal program of games and dancing afterwards. Miss Ford is also planning to have an outdoor oven, badminton courts, etc., for summer activities.

There are several problems that have arisen in connection with the above stated centers. One is the problem of recreation for girls in the F.S.A. dormitories at Cotton Corners. Many of these girls would like to take advantage of the existing facilities, but lack of proper transportation prevents their doing so. The possibility of some kind of a center at the dormitories is now being discussed. One of the U.S.O. workers, Miss Fair, is living at the dormitories and has already started dancing classes for the girls which will be held in the lounge rooms. When questioned as to whether or not partitions in one of the wings couldn't be knocked out to make a recreation hall, Mr. Reincke stated that he had not recommended this yet because he wanted to get an entirely separate building if at all possible. In the meantime, not only is U.S.O. planning recreation here, but W.P.A. has also been told that it would be asked to come into the dormitories and set up a program. Which agency will eventually be selected is still undecided.

XI. Recreation (cont.)

The housing and recreation manager at the Ordnance Plant, Mr. J. H. Farrell, said that many workers want athletic, more active programs than U.S.O. centers offer. The agents were told of plans to set up a plant recreation building and to use W.P.A. staff who can direct basketball, golf, etc. 1/ A recreation association with membership fee of $1.00 per year is to be formed. The program as now projected will include ball, swimming, golf, horseback riding, fishing, etc. When the proposed dormitories for women are constructed on the Government Reservation, the Atlas recreation facilities should be easily available to them. Atlas has already had several dances either in the plant cafeteria or at nearby country clubs.

1/ (It was not made clear as to whether this building would be put up with Atlas Powder Company money, or a Federal agency would be asked to construct it. Even if it were possible for Atlas to finance it, permission would have to be granted by the WPB; and with the present restrictions on building materials, it is doubtful if this kind of building will be possible at all.)

Dr. H. E. Moore,
Senior Specialist on School Facilities

Mr. H. E. Talley,
Specialist on School Facilities

Mr. William G. Robinson
Regional Recreation Representative

Mr. L. M. Fisher,
USPHS, Senior Sanitary Engineer

Daniel L. Goldy,
Assistant Regional Director,
Defense Health and Welfare Services

Cleveland, Ohio
March 27, 1942

Recent Housing Developments in
Ravenna, Dayton, Canton-Massillon, Ohio

Ravenna

The Federal Public Housing Authority has announced that it has selected Windham as the site for 2,000 demountable dwelling units to be constructed for the Ravenna Ordnance Plant workers. The Windham site is, from the standpoint of the Office of Defense Health and Welfare Services, the least desirable site that could have been selected in the Ravenna area. It was selected primarily on the insistence of the Atlas Company officials and the War Department which seems to have been based entirely on the transportation factor. They felt that it would take too much critical material to extend the intra-reservation railroad line to the Ravenna site three miles west of the reservation, and that it would also mean too much of an additional burden on the reservation railroad equipment to transport the workers the extra distance.

The 1150 dormitory units that had been programmed will be located on the reservation. The 500 trailers will be located in Newton Falls.

Mr. C. S. Moss, Project Coordinator of the Federal Public Housing Authority, will spend almost full time in the Ravenna area till the Windham project is completed. We would appreciate it if you would contact him prior to your discussing community facilities problems with local officials. This will serve to coordinate the development of the housing with the subsidiary facilities needed. If you will wire Mr. Moss in advance of your visit he promises to arrange to have an army car pick you up at the railroad or bus station. He can be reached c/o Col. L. P. Moody, Commanding Officer, Administration Building, Ravenna Ordnance Plant. Mr. Moss will spend one or two days a week in the Chicago office of the Federal Public Housing Authority office which is located at 201 North Wells Street Building, Room 1818, Telephone No. Randolph 8911.

Moore--Talley--Robinson--Fisher
3/27/42

Mr. Moss is negotiating with the Village of Windham to annex the housing site, a substantial portion of which now extends into the Township. Arrangements have been made to have the Federal Public Housing Authority request the assistance of the Federal Works Agency in providing the necessary community facilities, including sewer, water, and schools. It is our understanding that a community center will be constructed by the Federal Public Housing Authority as a part of the housing project.

Dayton

The additional 1000 housing units mentioned in previous memoranda have been approved by the President. The program calls for the construction of 750 permanent dwelling units and 250 demountable dwelling units. There was a preliminary discussion of sites for this housing in Chicago Tuesday, March 24 and again in the Cleveland office of the National Housing Agency Thursday, March 26. It now appears that the 750 permanent units will be located within the city of Dayton; that 150 of the 250 demountable units will be located at the old Dog Track site where Farm Security Administration is now constructing 200 demountable units; and that the remaining 100 demountable units will be added to the 750 units which are about to be constructed north of Smithfield Road and Third Street.

The reports which you have submitted have been made available to Mr. Grabowski of the Federal Public Housing Authority. As soon as Mr. Grabowski notifies us as to his recommendations for housing sites, we shall notify you.

Canton-Massillon

The 400 demountable dwelling units for which we asked you to suggest housing sites several weeks ago will be located near Massillon at East 26th Street and Route 30. Steps should be taken to formulate your recommendations with respect to community facility needs for this project.

Daniel L. Goldy,
Assistant Regional Director,
Defense Health and Welfare Services

cc: J. N. Barnett

(original in old files)

March 1942

FIRST GLANCE ANALYSIS
of
F.S.A. Dormitories

Ravenna Defense Area

Lois M. Fair

I came to Ravenna to organize under the direction of Miss Berthe Daniel a program for the women and girls working in the Ravenna Arsenal. Because many of the girls who work at the Arsenal are housed in the Dormitories built and maintained for them by the Farm Security Administration, I have taken a room there and have been able to talk with the girls as they come and go. The following is a first-glance analysis of the conditions and problems as I see them at the present moment.-(March 23rd,1942)

I. PHYSICAL CONDITIONS

A. Living--The Dormitories consist of eight one-story, lightly built structures, each housing 59 girls. A girl pay $5 for a single room or $3.50 for a double room. The furniture, made of metal and painted dark brown, is very substantial and adequate. Beds are comfortable, each one with a reading light at the head. A bureau, a chair and very small clothes-closet complete the furnishing. The one window in the room is provided with a screen but no curtains; the bed has two army blankets but no spread--so you see the furnishings are adequate and comfortable but not attractive.

There is a bathroom with 10 wash bowls, two tubs, four showers, two drinking taps and plenty of hot and cold water twenty-four hours a day.

The house is well heated by an oil furnace. The whole project is personally supervised by a manager, a resident assistant manager and a resident matron all of whom are fine people interested in the girls and in providing them with comfortable living quarters. Maids keep the house clean and make the beds. Sheets and towels are changed twice a week; the bathrooms are thoroughly scrubbed each day. So from the standpoint of good care and adequate physical comfort--if not luxury--the Dormitories should be the Farm Security Administration's Exhibit A.

B. The Eating Problem--has not been so happily solved. There is at present no place on the grounds of the Dormitories for the girls to eat. The War Department, the Atlas Powder Company and the Farm Security Administration expected the girls who lived in the Dormitories and the surrounding towns to eat three meals a day at the Arsenal Commissary, but actually what happens is this:

1.-(For girls on the 8A.M. 4 P.M. shift) The buses which come through from Akron, Canton, Youngstown Etc. do not pick up the girls early enough to get them to the Arsenal in time to have breakfast before they must check in for work at 7:45. So they go to a poor restaurant at Cotton Corners 1/3 mile away, and buy breakfast (25-40¢)

2.-At Lunch time the workers are given 1/2 hour to eat. This is not sufficient time to get to the Comissary, have lunch and get back to the line. Therefore they must take with them in the morning cold sandwiches packed at the restaurant at Cotton Corners and these suffice for lunch without any drink.

III. U.S.O.-Y.W.C.A's Relation-ship with other Agencies

A. The feeling between the U.S.O.-Y.W.C.A. and the Farm Security Administration in this area is remarkably good. The manage of Housing for the area is interested in the welfare of the girls who live in the Dormitories and his greeting to a new U.S.O. worker is "we sure are glad to see you people come in here!" The manager of the Dormitories, also a Farm Securities Administration man keeps in daily touch with U.S.O. and is glad to have a U.S.O. worker living in the Dormitories. His assistant likewise is a woman who wants the best possible life for these girls and will work with the U.S.O. in anything they plan. We are certainly fortunate in having people of this calibre in these positions.

B. The relationship between the U.S.O.-Y.W.C.A. and other U.S.O. agencies is just a cordial as that between the U.S.O.-Y.W.C.A. and government agencies but much closer. The N.C.C.S. staff cooperate with the U.S.O.-Y.W.C.A. in every way. And are very hospitable in offering their club house for any occasion. On Thursday evenings the N.C.C.S. is open to all girls at all times and since we have no club house or quarters of our own in Ravenna at the present time we are very glad to have the girls invited to the N.C.C.S. for recreation. The U.S.O. Travelers' Aid is also cooperative and quite ready to take cases referred to them by us. The U.S.O.-Y.M.C.A. Director has been more than generous and hospitable in helping me to get an office set-up in the Armory. My impression of the First U.S.O. Staff Conference where all these agencies met last Wednesday was that each member was personally devoted to each one of the others and there existed a loyalty and an esprit de corps rarely found.

IV. Solutions and plans.

Yesterday March 22, I had a talk with Mr. Reinke the Manager of the Dormitories, on the subject of the poor eating facilities and the lack of recreation space. It was the first time many of the facts related to me by the girls themselves had been brought to his attention. He agreed to see two restaurant managers in Ravenna and get them to bring to the dormitories every morning a hot breakfast and also hot soup or coffee, to be put up with sandwiches, for the girls lunches. I made inquiry today about thermos bottles and find that through a local hardware store the girls can buy one-pint thermos bottles at $1.15 apiece. In this way the girls will be able to get breakfast without walking to Cotton Corners and will have a hot drink with their lunch. Mr. Reinke said also that he would inquire what was being done about getting the hot food trucks going in the plant at lunch time.

As to recreation, we drew up a sketch of an ideal recreation building 80' - 100' consisting of a large lounge, several rooms for dancing, a game room etc. A list of furnishings was made. He will then draw up a formal plan and present it to the Farm Security Administration and showing them the immediate need of some place for recreation right on the Dormitory grounds, will propose that work on such a building be started at once. The question as to who should staff the building U.S.O.-W.P.A. can be decided later. At the present time there is one small lobby really a vestibule where the girls may sit at one card table for a game of cards. There is no writing desk and there were no games or magazines until we borrowed some Chinese Checkers from the Newton Falls Clubhouse and bought a copy of 'Life' and 'Good Housekeeping'. While the U.S.O.-N.C.C.S. offers these things and we are encouraging girls to go down there, yet that clubhouse is 2 miles away and there is no regular means of transportation. It may be some months before such a recreation building is ready to operate but it may be completed in time to save the majority of the girls from passing out with unrest and boredom.

(original in old files)

FIRST GLANCE ANALYSIS
of
F.S.A. Dormitories

March 1942

Ravenna Defense Area

Lois M. Fair

I came to Ravenna to organize under the direction of Miss Berthe Daniel a program for the women and girls working in the Ravenna Arsenal. Because many of the girls who work at the Arsenal are housed in the Dormitories built and maintained for them by the Farm Security Administration, I have taken a room there and have been able to talk with the girls as they come and go. The following is a first-glance analysis of the conditions and problems as I see them at the present moment.—(March 23rd,1942)

I. PHYSICAL CONDITIONS

A. Living--The Dormitories consist of eight one-story, lightly built structures, each housing 59 girls. A girl pay $5 for a single room or $3.50 for a double room. The furniture, made of metal and painted dark brown, is very substantial and adequate. Beds are comfortable, each one with a reading light at the head. A bureau, a chair and very small clothes-closet complete the furnishing. The one window in the room is provided with a screen but no curtains; the bed has two army blankets but no spread--so you see the furnishings are adequate and comfortable but not attractive.

There is a bathroom with 10 wash bowls, two tubs, four showers, two drinking taps and plenty of hot and cold water twenty-four hours a day.

The house is well heated by an oil furnace. The whole project is personally supervised by a manager, a resident assistant manager and a resident matron all of whom are fine people interested in the girls and in providing them with comfortable living quarters. Maids keep the house clean and make the beds. Sheets and towels are changed twice a week; the bathrooms are thoroughly scrubbed each day. So from the standpoint of good care and adequate physical comfort--if not luxury--the Dormitories should be the Farm Security Administration's Exhibit A.

B. The Eating Problem—has not been so happily solved. There is at present no place on the grounds of the Dormitories for the girls to eat. The War Department, the Atlas Powder Company and the Farm Security Administration expected the girls who lived in the Dormitories and the surrounding towns to eat three meals a day at the Arsenal Commissary, but actually what happens is this:

1.-(For girls on the 8A.M. 4 P.M. shift) The buses which come through from Akron, Canton, Youngstown Etc. do not pick up the girls early enough to get them to the Arsenal in time to have breakfast before they must check in for work at 7:45. So they go to a poor restaurant at Cotton Corners 1/3 mile away, and buy breakfast (25-40¢)

2.-At Lunch time the workers are given 1/2 hour to eat. This is not sufficient time to get to the Comissary, have lunch and get back to the line. Therefore they must take with them in the morning cold sandwiches packed at the restaurant at Cotton Corners and these suffice for lunch without any drink.

3.-A girl finishes her work at 4 O'clock--too early to eat dinner so she comes home to the Dormitory and around 6 O'clock trudges up the road sometimes through rain and sleet to the dreary little restaurant and bar that gave her breakfast. Here she spends 65¢ for dinner.

C. Transportation--is another item that has not been planned for. The girls in the Dormitories use the Akron-Ravenna-Ordinance plant bus, which is already overcrowded when it passes the Dormitories or they must depend on hitch-hiking often getting soaked as they stand on the road waiting for someone to give them a lift. A round-trip bus ticket from the Dormitories and the Arsenal costs 60¢. With a book of 52 tickets costing $5.75 a girl can ride for 30¢ a round trip. The average wage at the Arsenal is 65¢ an hour or about $33.80 a week. The girls must work for two weeks without drawing pay, at the end of two weeks they are given one week's wages, the other week being held until they quit work. So for the first two weeks it is almost inpossible for girls to pay $5.75 for a book of 52 tickets.

II. THE WORKERS

A.--Previous Experience. Many of the girls who come to work at the Atlas Powder Plant have had previous experience in factory work, some have worked in roller-bearing factories, silk factories, rope or rubber factories;and some have been on W.P.A. lists with such jobs as housekeeping aides, school lunch assistants etc. Others are from farms. In every case the girl has thrown up her regular job to get a share in the higher wages being paid in defense industry.

B. Attidudes--The girls are ambitious, eager to have money, anxious to advance and make good. Some of the girls in the Dormitories were so anxious to be on time the first day that they got up two hours ahead of time and stood on the road asking for a lift. No tardy mark for them!

The girls are neat in appearance, attractive, friendly and full of interesting and amusing stories. They make good company for one who will drop down in the lobby and start the story by asking "How did things go today?" Two girls laughingly told me how on that day all work in their section had been stopped while workers and supervisors searched the floor on hands and knees to find a tiny detonator which one of the workers had accidentally dropped. After 15 minutes of lost production time the piece was found in the cuff of the girls work-slacks. The girl finished her story by saying "good she didn't blow up!"

C. Qualifications.Women workers in the Atlas Powder Plant must be 21 years old, 5ft. 2in. tall and weight 110 pounds. They must pass a physical examination which covers eyes, ears, nose, teeth, lungs, blood. If a girl has bad teeth she can be employed but is told that she has 30 days in which to have her teeth attended to. There is no age limit--Women 60 years old are working in the plant. This is modified since war broke out. In October the Maximum age was 38.

Every worker must wear a badge bearing her photograph and a number. At a cost of $1.39 (half the whole cost) she must buy "powder shoes" shoes which have no nails and which have asbestos boxing in the toes. She must leave all hairpins and jewelry-articles which might produce friction-in her locker when she goes into the line and she must put on a shirt and slacks since her own skirt with metal zipper might possibly cause friction.

III. U.S.O.-Y.W.C.A's Relation-ship with other Agencies

A. The feeling between the U.S.O.-Y.W.C.A. and the Farm Security Administration in this area is remarkably good. The manage of Housing for the area is interested in the welfare of the girls who live in the Dormitories and his greeting to a new U.S.O. worker is "we sure are glad to see you people come in here!" The manager of the Dormitories, also a Farm Securities Administration man keeps in daily touch with U.S.O. and is glad to have a U.S.O. worker living in the Dormitories. His assistant likewise is a woman who wants the best possible life for these girls and will work with the U.S.O. in anything they plan. We are certainly fortunate in having people of this calibre in these positions.

B. The relationship between the U.S.O.-Y.W.C.A. and other U.S.O. agencies is just a cordial as that between the U.S.O.-Y.W.C.A. and government agencies but much closer. The N.C.C.S. staff cooperate with the U.S.O.-Y.W.C.A. in every way. And are very hospitable in offering their club house for any occasion. On Thursday evenings the N.C.C.S. is open to all girls at all times and since we have no club house or quarters of our own in Ravenna at the present time we are very glad to have the girls invited to the N.C.C.S. for recreation. The U.S.O. Travelers' Aid is also cooperative and quite ready to take cases referred to them by us. The U.S.O.-Y.M.C.A. Director has been more than generous and hospitable in helping me to get an office set-up in the Armory. My impression of the First U.S.O. Staff Conference where all these agencies met last Wednesday was that each member was personally devoted to each one of the others and there existed a loyalty and an esprit de corps rarely found.

IV. Solutions and plans.

Yesterday March 22, I had a talk with Mr. Reinke the Manager of the Dormitories, on the subject of the poor eating facilities and the lack of recreation space. It was the first time many of the facts related to me by the girls themselves had been brought to his attention. He agreed to see two restaurant managers in Ravenna and get them to bring to the dormitories every morning a hot breakfast and also hot soup or coffee, to be put up with sandwiches, for the girls lunches. I made inquiry today about thermos bottles and find that through a local hardware store the girls can buy one-pint thermos bottles at $1.15 apiece. In this way the girls will be able to get breakfast without walking to Cotton Corners and will have a hot drink with their lunch. Mr. Reinke said also that he would inquire what was being done about getting the hot food trucks going in the plant at lunch time.

As to recreation, we drew up a sketch of an ideal recreation building 80' - 100' consisting of a large lounge, several rooms for dancing, a game room etc. A list of furnishings was made. He will then draw up a formal plan and present it to the Farm Security Administration and showing them the immediate need of some place for recreation right on the Dormitory grounds, will propose that work on such a building be started at once. The question as to who should staff the building U.S.O.-W.P.A. can be decided later. At the present time there is one small lobby really a vestibule where the girls may sit at one card table for a game of cards. There is no writing desk and there were no games or magazines until we borrowed some Chinese Checkers from the Newton Falls Clubhouse and bought a copy of 'Life' and 'Good Housekeeping'. While the U.S.O.-N.C.C.S. offers these things and we are encouraging girls to go down there, yet that clubhouse is 2 miles away and there is no regular means of transportation. It may be some months before such a recreation building is ready to operate but it may be completed in time to save the majority of the girls from passing out with unrest and boredom.

A girl came to the Dormitories yesterday and as soon as I was introduced to her as the U.S.O. representative she asked "Do you have badmiton? Oh! boy how I love badmiton. I played on the Akron team. We beat Youngstown! We even were asked to come up to Cleveland! We got so we were pretty good. Boy!. do I love badmiton!" Lots of them do and want to play but where?

Lois M. Fair

Assistant Ravenna Area
U.S.O.-Y.W.C.A.

January 22, 1942

To: Miss Mary Anderson
From: Elizabeth S. Magee

I attended a meeting of representatives of community agencies in Ravenna, Ohio, on Monday evening, January 5th. This meeting was called to discuss the housing facilities for the women who will be employed at the Atlas Powder Company in the new Ravenna Arsenal. Among the people and organizations represented at the meeting were church groups, women's clubs, the U.S.O., the juvenile court judge, the County health officer, the local Social Service Federation, and the Y.W.C.A. of Cleveland.

In the discussion of the facilities being provided by the Farm Security Administration, it developed that the dormitory which has been built for girls just outside the city limits of Ravenna has no facilities for food. The dormitory is about eight miles away from the entrance to the Arsenal and, therefore, the commisary on the Arsenal grounds would not serve the purpose. There are three or four small and inadequate restaurants near the dormitory. The Health Officer of the County testified that in his opinion they might be open to question from a health standpoint.

It was very strongly urged by all persons present that the Government should be asked to provide suitable eating facilities for the girls. The girls will be employed in three shifts at the plant and will need food at times when it would be most inconvenient to go downtown.

As a representative of the Women's Bureau, I was asked to present this situation to you as forcefully as possible with the hope that you could prevail on the proper authorities to take care of this situation.

E. S. M.

ESM:LW

Copy to Miss Ziegler ✓

COPY

First Congregational Church
Ravenna, Ohio

James McCoy Davis, Minister,

February 6, 1942

Miss Elizabeth McGee
Engineers' Building
Cleveland, Ohio

Dear Miss McGee:

As temporary chairman of our USO-YWCA Advisory Board, I am much concerned with the possible problems that may arise with the occupancy of the women's dormitories at Cotton Corners, on the edge of Ravenna. The question arose in our board meetings yesterday. I was commissioned to write you for information.

Can any other eating facilities be provided? Is it possible to consturct a club-room or lounge building there? As you know, the road-houses a half mile from the dormitories are hardly desirable and certainly not adequate. Of the four, one serves food only, two beer and wines, and liquor. They have always catered to truck drbers and people who want to come out of their own home towns to raise Hell. (excuse) The board walk to the corner from the dormitories will help somewhat. There are no adequate eating places even in the center of Ravenna, two miles from the dormitories.

A member of our board suggested the possibility of adding cooperatively operated dining rooms on the dormitories, as I believe they plan to add laundry rooms.

We shall cooperate in any way possible to ameliorate this problem. We need information as to present plans and possibilities.

Sincerely,

By the way, the road going by these eating places at Cotton Corners is being vastly widened and improved. The workmen on the road will easily fill these eating places for the next six or nine months.

COPY

341 Engineers' Bldg.
Cleveland,Ohio

February 12,1942

Mr.D.R.Kennicott
Regional Director of Defense Public Works
20 North Wacker Drive
Chicago,Illinois

Dear Mr.Kennicott:

As Regional Representative of the Women's Bureau of the Department of Labor,I have been in touch with the plans made for the care of the women employed in great numbers at the Ravenna arsenal.You undoubtedly know that the buildings which have been put up by the Farm Security Administration at Cotton Corners are outside of the town limits and about seven miles from the entrance to the arsenal.No arrangement has been made in the building for any eating facilities.

It is the plan of the Atlas Powder Company to employ women on three shifts,and they cannot depend on having all their food at the commissary on the arsenal grounds.It is of course cannot be expected that they go into Ravenna for meals either.The only facilities nearby are the kind of places which are not appropriate for these girls-one serves hard liquor; two serve beer and wine; and only one serves food only.At a committee meeting which I attended in Ravenna a few weeks ago,the health officer of the county indicated that the places were not especially sanitary,particulalrly if there were greatly enlarged patronage.Moreover,the work is going on on the highway,which means that the places will be crowded with the workmen.

The Ravenna people are very willing to cooperate in any way they can on this situationmand have suggested the possibility of a cooperative dining room,provided the facilities could be provided by the government.What is needed is some kind of a lounge in addition to a place to eat.

I will appreciate hearing from you what the possibilities are of some action along this line.

Sincerely yours,

Elizabeth MaGee,
Regional Representative

February 23, 1942

Miss Elizabeth S. Magee, Executive Secretary
The Consumer's League of Ohio
341 Engineers Building
Cleveland, Ohio

My dear Miss Magee:

Miss Ziegler sent me a copy of your letter to Mr. D. R. Kennicott.

When we had our conference January 28th with representatives of the Defense Housing Authority and the Farm Security Administration, the arrangement was that we were not go to to Ravenna until the dormatories had been occupied for some weeks so that we could report on the attitude of the occupants. I think my memory is correct that each bedroom in Ravenna was to be equipped with an electric plug so that a woman could plug in an electric plate for light refreshments if she so desired. Also that one wing was to be only partially partitioned so that it would serve as additional recreational space; also laundry space was to be provided.

The question of cafeteria was discussed but the building and operation of it seemed beyond the jurisdiction of the group that were with us. Because there seems to have been so many studies of Ravenna and yet we are without accurate information, I believe we should adhere to our original plan of visiting them after occupancy. It may be that girls will not use them, all of which will tell its own story. Therefore, it will probably be a month before we will try to get to Ravenna unless advice from you indicates that a complete survey of the situation with a view toward getting results should be made at the present time.

As to other plans with regard to dormatories. Wherever we have as many as 500 persons housed, the Farm Security Administration has agreed to put up a combination administration-recreation building with cafeteria when food is not available. When the numbers to be housed is small, the additional lounging space will have to be secured by cutting down on bedroom space. Arrangements would be made for preparing light meals, both in this space or in bedrooms.

Up to the present we have nó convinced the men that other bathroom facility arrangements are necessary. This is due primarily to the shortage of pipe and the priority system of pipe manufacture. Apparently, if your project is not on the priority list months ahead, you can wait for some two months for a foot of pipe. However, it was agreed that if after an operation was underway, the single room agrangement proved too offensive they would reconsider our requests.

Miss E. S. Magee

I doubt whether Margaret Kay Anderson will get to Columbus by the 28th. She is in Memphis now and has to reach Nashville. From Nashville she will go to Columbus then to Akron and then up to Cleveland to consult with you. She is confining her activities to aircraft plants and small arms ammunition plants on this trip.

Caroline Manning is still convalescing in Chicago. It will probably be April before she is able to get about.

With best wishes,

Sincerely,

Bertha M. Nienburg,
Assistant Director

BMN:LW

This material printed at the expense of religious division of Social Federation, re Ravenna Ministerial Assn, re some such group.

To: According to Mr. Reinke of Farm Security the Co. has not cooperated fully in giving the material to the employees. However Co. was not asked about this. M. L.

Employes of the Ravenna Ordnance Plant

Date.....

Name .....

Address .....
(Street) (City) (Phone)

Firm by which employed .....

Religious preference (State specifically; such as Methodist, Roman Catholic, Lutheran, Orthodox Jewish, etc.)

.....

I am interested in obtaining more information regarding one of the churches of my faith located in this area.

.....
Signature

Postage Will Be Paid by Addressee

No Postage Stamp Necessary If Mailed In United States

BUSINESS REPLY ENVELOPE
First Class Permit No. 18 Sec. 510, P. L. & R., Ravenna, Ohio

UNITED SERVICE ORGANIZATION

221 SOUTH PROSPECT STREET

RAVENNA, OHIO

USO

To Employes of the Ravenna Ordnance Plant:

Requests have been received from many of the churches in and around the Ravenna Ordnance Plant to supply them with a list of employes who might be interested in attending one of the churches, of the area, of their particular faith.

In order to accomplish this, each employe of the Ravenna Ordnance Plant may, if they wish, fill out the attached card and place it in the prepared envelope, and forward it to the United Service Organizations at the address listed below. The USO will in turn forward this information to a central person for each religious faith.

All of the churches in the area will have equal access to this information. This plan is entirely voluntary and the information will be treated as confidential.

United Service Organizations
221 South Prospect Street
Ravenna, Ohio

ATLAS POWDER COMPANY
RAVENNA ORDNANCE PLANT
RECREATION ACTIVITIES

War Ordnance Dept. Committee

Manager Housing & Recreation

Working or Employees Committee

* Advisory Board

Supervisor of Men's Activities

Supervisor of Women's Activities

ATHLETICS	(Commissioners)
Baseball	*Basketball
Softball	Mass Games
Corkball	Golf Variations
Volleyball	Archery Variations
Archery	Dart Games
Archery Golf	*Horseback Riding
Golf	
Horseshoes	(* Denotes activities conducted off reservation)
*Swimming	
Table Tennis	
Badminton	
Gym Classes	
Deck tennis	
Speedball	
Touch football	
Tennis	
*Bowling	
Shuffleboard	
Tether Ball	
Unigoal	
*Rifle and pistol	
Handball	
Pool and Billards	
Dart Games	
Hiking	

Music Commissioner

- Chorus
- Band
- Orchestra
- Singing
- Rythm
  - Bands
- Mixed
  - Chorus

Dramatics Commissioner

- Informal
- Stunts
- Plays
- Play Reading
- Clubs

Winter Sports Commissioner

- Sleigh Riding
- Coasting
- Tobogganing
- Skating
- Ice Hockey
- Ice Carnivals
- Ice Games
- Snow Hikes

Hobbies Specialists

- Photography
- Movies
- Collections
- Model Building
- Others

Social Activity

- Motion Pictures
- Social Dances
- Folk Dances
- Parties
- Card Games
- Checkers
- Mental Games
- Puzzles
- Picnics
- Outings
- Camping

Crafts Commissioner

- Woodwork
- Cork craft
- Leather Craft
- Weaving
- Sewing
- Knitting
- Painting

Summer Playground Activities Children on Reservation

- Apparatus Play
- Sand Box
- Crafts
- Music
- Games
- Minor Sports

Library Activities

- Book Review
- Forums
- Reading Clubs
- Discussion Clubs

Commissioners will be elected in various sports. The commissioners will be one line plant employees

* Commissioners of various Sports

Ravenna, Ohio. — VI Summary in Current files + 1 attached 12/11/43

~~VIII~~

Special Recommendations for the Ravenna, Ohio, Area.

1. Transportation - Eating and recreation problems would be much less acute if more transportation could be provided. Inquiries could be made to see whether the federal transportation agencies are studying the Ravenna situation. (Reports were received in some other places that the transportation division of W.P.B. has ~~lately~~ making special surveys of transportation problems. Also the transportation agency headed by Mr. Eastman might be interested. — In one region, at least, National Resources Planning Board was also studying such problems).

2. - Probably equipment declared "surplus" in a U.S.O. building could not be easily transferred to the Warren's dormitories but this possibility might be worth investigating. For example, the coffee urns, ~~and~~ and refrigeration equipment which Miss Daniel did not seem to think were needed in her program at Newton Falls, would be useful at the dormitories. — However it is possible this equipment might be wanted later at the U.S.O. building, especially if the building is

used more by community organizations.

Ziegler & Thurman

Ravenna, Ohio defense area
Summary of ~~Summary~~ Survey - March 1942

Confidential

Persons Interviewed

1. Mrs. Hettie Dalrymple - WPA Housekeeping Aide director for Portage County
2. Mr. Goldman - WPA recreation director for Portage County
3. Miss Geraldine Adams - director of Homes Registration Office in Ravenna, and Executive Secretary of the Social Federation
4. Mrs. Reba Myers & Miss Ruth Dengler - workers at the Bureau of Public assistance
5. Miss Charlotte Ford - NCCS - USO worker at Girls' Unit in Ravenna
6. Mr. Shepherd - director, U.S. Employment Service Office at Ravenna
7. Dr. Harris - head of the Portage County Health department.
8. Mr. C.P. Rausch - Superintendant of Portage County Schools
9. Miss Eileen Littrell - secretary to Mr. Rausch
10. Judge McClellan - head of the Welfare Section of the Defense Council in Ravenna
11. Miss Berthe Daniels - YWCA - USO worker at Newton Falls, Ohio
12. Mr. Frank Badke - YMCA - USO director of the Armory Recreation Center in Ravenna.
13. Miss Lois Fair - YWCA - USO worker at Ravenna.
14. Mr. Joseph Barnett - Area Representative of Federal Security Agency.
15. Mr. L.M. Brown - Mgr., Newton Falls Housing Projects.

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Ravenna, Ohio defense area
~~Summary~~

Persons Interviewed (cont.)

16. Mr. C. S. Moss, project coordinator, Federal Public Housing Authority.

17. Mrs. James Davis, wife of minister at First Congregational Church who has been interested in problems of dormitory eating facilities. (~~The Rev. Brewer was out of town~~).

18. Judge Blake Cook, Court of Common Pleas

19. Mr. Earl Reinke, Mgr. of Farm Security Dormitories, Ravenna.

20. Miss Peterson, Asst. Mgr. of Farm Security Dormitories

21. Miss Margaret Blenkner, U.S.O. - Travellers Aid, Ravenna.

22. Miss(?) Roberta Gillette, Forelady of WPA workers, Trumbull County Homes Registration Offices. (Interviewed in Newton Falls)

23. Ruth Harvey, Homes Registration Office, Newton Falls.

24. Mr. Charles S. Culver, Presid. of Natl. Assoc. United Workers of America, Ravenna.

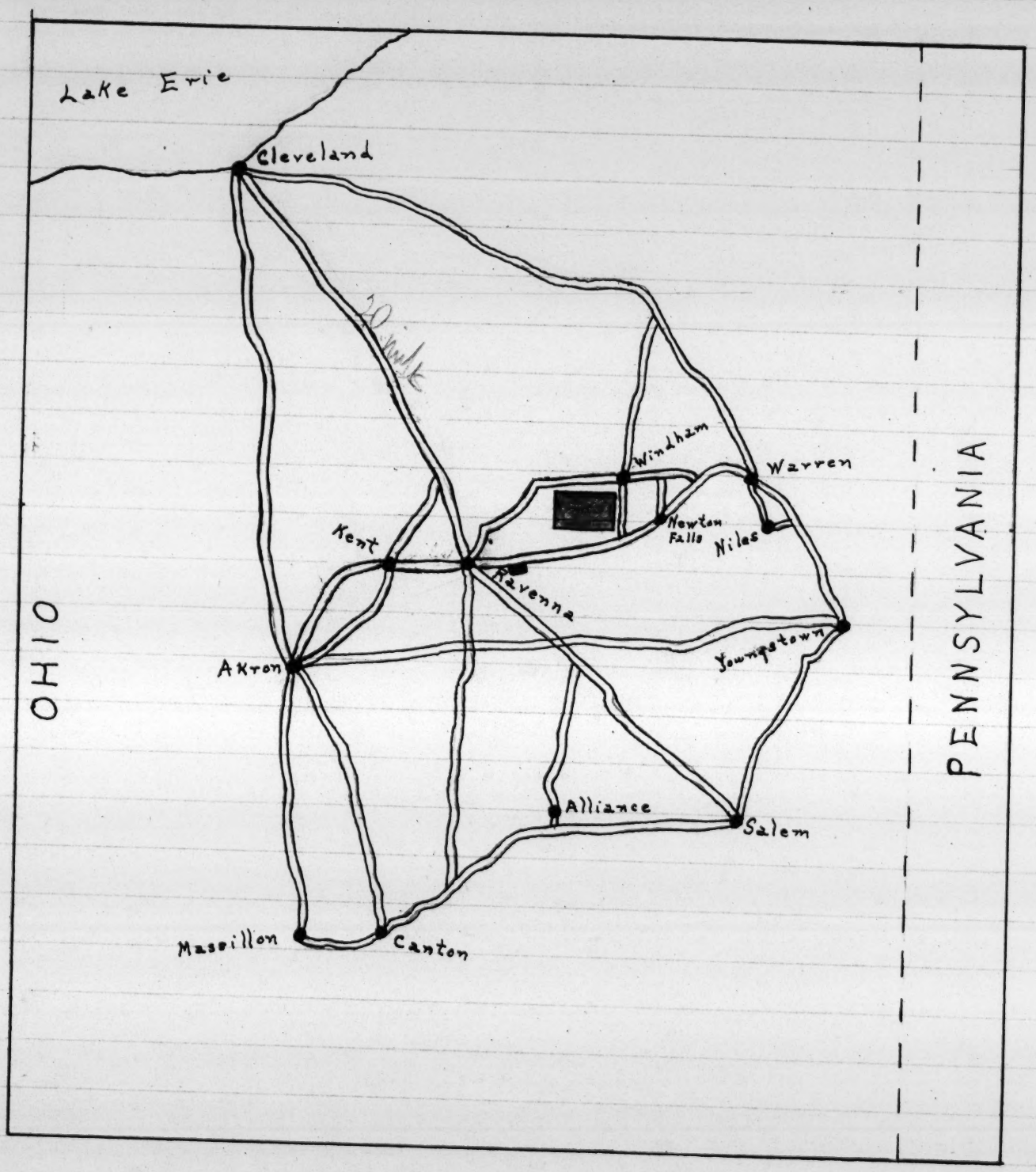
25. Mr. Frank Crise, Organizer for United Mine Workers of America, Ravenna. (Interviewed by Miss Manning).

Mr. John Farrell, Director of Housing and Recreation for Atlas Powder Co., operating the Ravenna Ordnance Plant, was also interviewed particularly concerning community problems.

Robert C. Goodwin, Director of Office of Defense, Health, and Welfare for Region IV and
Daniel Baldy, Assistant to the Director, were also interviewed in Cleveland.

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Ravenna, Ohio Defense Area
Summary



▬ – Ravenna Ordnance Plant

▬ – Farm Security Dormitories

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4

Ravenna, Ohio Defense Area
Summary

I. Areas affected by defense plants:

a. Defense Plants — Locations

Ravenna Ordnance Plant — 10 miles east of Ravenna
5 miles west of Newton Falls

b. Towns within area from which commuting is feasible:

Towns	Population (1940 census)	Economic Structure (per telephone interviews & Poyer)
Ravenna	8,538	A woolen mill employing about 400 women and now working 3 shifts a small rubber company employing about 55 women
Kent	8,581	Black & Decker Electric Co. which makes small electric motors. They now employ 300 women, but it was reported that they are planning to triple their force.
Newton Falls	3,120	A steel mill which has been out of operation for a number of years, but is now opening again to fill a defense contract
Warren	42,837	At present there is the possibility of an expansion of the aircraft parts industry here
Youngstown	167,720	Most of the industries here employ men. This city is therefore a possible source of female labor supply for Ravenna Ordnance Plant
Akron	244,791	The Goodyear Aircraft Co. to be opened here soon will require a large number of women, & will attract those in the vicinity of Akron who might otherwise take jobs in the Ravenna Ordnance Plant.

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Ravenna, Ohio Defense Area
Summary

Areas affected by defense plants (cont.):

c. Characteristics of surrounding rural area

The surrounding rural area is ~~characterized by~~ one of small farms ~~of family size~~. The chief products are corn and cattle. Ravenna, as well as some of the other towns, is ~~known~~ for its retired farmers who are rather well-to-do and live in nice homes in the better sections of the towns. ~~In the past, these people probably owned farms that were more like plantations than those now seen in the area.~~

d. Comments concerning outlying area (beyond commuting distance).

Ravenna is reasonably near several large cities from which labor supply could ordinarily be drawn, but it is also in the heart of an area in which there are numerous other defense activities to attract workers. Cleveland and Pittsburgh which lie on opposite sides of the Ravenna Ordnance Plant are the largest neighboring cities. Pennsylvania was cited as one of the principal sources from which the plant is going to try to recruit employees; ~~in fact,~~ some have already been brought in from Tonawanda, Pa. where Atlas Powder Company has another plant. West Virginia and Kentucky are also considered prospective sources of labor supply.

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Ravenna, Ohio Defense Area
Summary

II Agency Coordinating Activities for Defense -

In February, 1941 the Social Federation of Portage County was organized, largely through the efforts of Judge Blake Cook of the Court of Common Pleas, who early saw that community interest in problems created by a large influx of population was desirable. This organization was designed to include representatives of civic, welfare, health, religious, educational, and recreational organizations and "public offices whose duties relate directly to social welfare." There are numerous divisions within the Federation, such as recreation, education, housing, religion, welfare, law enforcement, and industrial relations.

More recently, the Social Federation became the Morale Division of the County Defense Council, at the time that Council came into existence. The rest of the County Defense Council is said to be still largely inactive except for a tire rationing office; although Kent and Ravenna have local defense councils.

Mr. John Farrell, housing and recreation director for the Atlas Powder Co., is director of the Homes registration office

Coordinated for

Ziegler
&
Thurman

of Portage County. However Miss Geraldine Adams, executive secretary of the Social Federation, is in active charge of the home registration work in Portage County. ~~with a staff of WPA workers.~~ Other personnel is furnished by the WPA which also cooperates with the Social Federation in a recreational program. Rent for office space, and heat are paid for by the County Board (~~but Miss Adams is said to be paid as a member of Mr. Farrell's staff, by the latter~~ Coshocton).

The Social Federation has received considerable publicity on a national scale and visitors from several other war industry areas have come to get information concerning its plan of organization. ~~However~~ According to several persons the Social Federation has been more impressive on paper than in practice, since it has not had much support from some groups in the community, and there have been conflicts. Because of the organizational scheme, which puts all activities "under" local people, who are supposed to coordinate the work of governmental and other organizations, there has been some resistance from professional groups who felt that too much control might be exercised by amateurs.

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Ravenna, Ohio defense area

8

It is generally ~~admittedly~~ summary admitted that many of Judge Corpis ideas are good and some divisions of the Federation, such as industrial relations and law enforcement, as well as housing and recreation, have been active. Others are said never to have met. For example, the Council of Social Agencies Group, which was planned as an important part of the Welfare division has been inactive as a part of the Social Federation until very recently. Now, with Judge McClellan of Ravenna as their newly appointed coordinator, these agencies are organizing a program which will make provisions for child care, emergency housing in case of bombing, etc.

Conference with Secretary

Zeigler
Hurman

III. Sanitary Facilities

Dr. Harris, head of the County Health Department, stated that he believed the water supply is entirely adequate. His department is prepared with the necessary chemicals, etc. to treat the water should an attempt at sabotage be made.

Much concern has been expressed over the fact that the sewage facilities in two of the restaurants at Cotton Corners where the girls from the F.S.A. dormitories have to eat have been declared inadequate by the Health Department. Ravenna has recently voted a bond issue, however, and the Federal Government has granted funds, to extend the city sewage system to the dormitories which are now equipped with their own septic tanks as a temporary arrangement. Dr. Harris said that when this extension is completed, the two unsatisfactory restaurants will be made to tie in with the city system. Construction is being held up now because the State Highway Department does not approve the location which Ravenna has selected for the sewers.

It was reported that Newton Falls has extended its sewage facilities to the new defense housing project there, but that the 2,000 houses to be constructed at Windham will probably have their own sewage system.

An ordinance has been passed regulating the sanitation at the trailer camps, but agents were told that people living there are not obeying the law and that there ~~really~~ is a degree of uncleanliness in these areas.

Zigler & Thurman

~~Summary~~

IV. Transportation Facilities

The lack of adequate transportation in the Ravenna Ordnance Plant area is really the ~~large~~ key to all the problems of housing, recreation, eating, etc. for women workers.

People commuting from surrounding towns are now traveling either in ~~private~~ cars or on buses which ~~do~~ run on ~~rather~~ fairly regular schedules. The big problem arises with the girls living in the new Farm Security dormitories at Cotton Corners and those who will be living in the dormitories to be constructed on the Government reservation.

The buses which run to the plant at the beginning of shifts are already so crowded when they reach the FSA dormitories that the girls have to stand a distance of about 8 miles if they get on at all, and often the buses don't even stop. Many of the girls have resorted to hitchhiking or catching rides with workers going to the plant in private cars.

One solution to the eating problem which has arisen because of the inadequacy of the restaurants at Cotton Corners would be for the girls to eat breakfast before work and dinner after work in the plant cafeteria. But the buses in the morning do not arrive in time for this, and the evening buses leave before the girls could possibly have time to eat.

The WSO has set up a recreation program in the area which many of the dormitory girls

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&
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Transportation Facilities (cont.)

would like to take advantage of, but they have no transportation to & from the centers. The NCCS-USO girls unit is located on one side of Ravenna about 2 miles from the dormitories, the Armory Recreation Hall which is opened to the girls two nights a week is on the other side of the city still farther away, and the new $90,000 Federal Recreation Building is in Newton Falls about 13 or 14 miles from the dormitories. ~~And~~ There are no buses between these centers & the dormitories. ~~The same recreation problem will present itself to the~~ girls who will be living in the dormitories on the reservations will have the same recreation problem.

Being Provided: Mr. Reincke, manager of the Cotton Corners dormitories, has recently had a conference with the transportation company which has agreed to start running a bus from the dormitories to Ravenna at 6:30 p.m. and back again at 8:45 p.m. If the girls miss the 8:45 bus, there is one running to the plant at 11 p.m. which they could take. This plan will enable them to take some advantage of the recreation facilities in Ravenna.

Mr. Farrell, housing and recreation manager for Atlas Powder Co., thinks that he will be able to get special permission when the reservation dormitories are built to use the Government buses for transporting the girls between the dormitories and the recreation centers.

Ziegler
Thurman

Transportation Facilities (cont.)

Additional Needs: The greatest need at present is a bus schedule which will enable the girls to get to adequate eating places. This could be met in two ways:

1. By having buses arrive at the plants in time for girls to eat before their shift starts, and having them leave the plant ~~only~~ after the girls have had time to eat their evening meal in the plant cafeteria
2. By having buses from the dormitories to Ravenna at the time of the evening meal for those who care to come in town for dinner.

Ziegler
&
Thurman

Summary

V. Housing

Family Units — A shortage of family houses and apartments is the most acute housing problem at present, and is increasing as older men with families are hired to replace younger men subject to the draft. A report for Portage County as of March 20, given by Mr. J. H. Farrell, ~~housing and recreation engr. for Atlas Powder Co.~~, shows the following figures:

Vacancies:

Total 16 { 9 substandard
7 too far distant

Rentable: 8 at Kent, 20 miles from plant
5 at Ravenna, 8 miles from plant
7 rural

Applications:

Apartments: 140 furnished
5 unfurnished

Houses: 13 furnished
50 unfurnished

Applicants Placed — 7% in houses and apartments.

Start

In addition to a rather large program of private construction, especially in Ravenna, the following Government projects are either under way or approved:

Warren, Ohio — Westlawn Homes: 250 units already occupied; 150 more units to be ready within 5 or 6 weeks:

Newton Falls, Ohio — 350 units practically completed, 35 of which are already occupied.

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Housing (cont.)

Government projects (cont.)

Windham, Ohio - approved for the location of 2,000 dwelling units.

Four hundred more units are in the program, but their location has not been determined. Several hundred additional trailers will also be brought in to supplement the already existing Gov. camps at Newton Falls which has 150 trailers.

Miss Geraldine Adams of the Homes Registration office in Ravenna stated that Portage County was being hit hard by the housing problem because it had never built to take care of anybody but its old, established residents.

Rooms for Women - Directors of the Homes Registration offices in Warren, Newton Falls, and Ravenna stated that they are having very few calls from women for rooms. It seems that at first there were a large number of office girls seeking places to live; but that all the production workers hired more recently commute and are not interested in moving into town. In Trumbull County there are at present about 300 rooms available; but since no inspection is made, there is no way of telling how many of these are suitable for women or open to them. The city of Ravenna alone has about 100 rooms in which women will be accepted; and since some of them are double rooms, they can accommodate approximately 150 girls. Average rents are $3 to $4 for each person in a double room, and $4 to $5 for single rooms.

In addition to the Farm Security dormi-

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Housing (cont.)

tories for girls described below, plans are being made to construct 1150 dormitory units on the Government reservation, 500 of which will be for women.

Apparently there is no present scarcity of housing for single women, although there may be as tires wear out and commuters have to move in near the plant. The main problem now is to make the available facilities attractive enough to the girls to make them willing to take advantage of them. ~~But~~ It is almost certain that in the future, Atlas is going to have to bring in most of its labor supply from the outside (beyond commuting distance). For this reason, most people are concerned over the ~~fact that there probably will be~~ a very definite housing shortage for women.

Start

VI. Girls' Dormitories at Cotton Corners:

a. Built by - Farm Security Administration
b. Operated by - Farm Security Administration

Persons in charge - Mr. Earl Reincke & Miss Peterson

Qualifications - Mr. Reincke who is general manager of the dormitories was formerly employed in personnel work at Northwestern University.

Miss Peterson who is in charge of the office and serves in the general capacity of a housemother is experienced in hotel, apartment, and cafeteria management; but in addition to her administrative ability, she seems to have the personality that would enable her to get along well in personal relations with the girls.

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Girls dormitories at Cotton Corners (cont.)

c. Location — The dormitories are located between the city of Ravenna and the Ravenna Ordnance Plant, about 1/4 mile from a crossroads called Cotton Corners. They are 1 1/2 miles from the heart of Ravenna city and approximately 8 miles from the plant.

d. Room description — Measurements of the rooms are 8 X 10 ft. single, and 10 X 12 ft. double. The metal furniture, consisting of a bed, a bureau, and a chair, is painted dark brown. If it is a double room, there is a separate bureau and chair for each girl. Each room, ~~however~~, regardless of whether it is occupied by one girl or by two has only one clothes closet without a door, but plans are being made to order curtains for these closets. There are no window curtains for the single window in each room nor any spreads for the beds. Every girl is provided with two army blankets. Rents are: $4.25 per wk. single, and $3.50 per wk. double.

e. Ratio of toilet and bath facilities to number of women: Each dormitory, which accommodates 79 girls has a large bathroom containing 10 wash bowls, 2 tubs, 4 showers, 2 drinking taps. Hot and cold water is available 24 hrs. a day.

f. Room service — Maids make the beds and clean the rooms every day. They change the sheets twice a week. Washrooms are scrubbed daily.

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Girls Dormitories at Cotton Corners (cont.)

g. Eating facilities — There are no eating facilities at the dormitories. The nearest eating places are at Cotton Corners crossroads, about 1/4 mile from the dormitories (see general section on eating facilities)

h. Provisions for care and food during minor illnesses — There is no hospital room, nor are the girls allowed to have hot plates in their rooms on which to heat water, etc. Miss Peterson, resident matron and administrative assistant to Mr. Reineke, said that so far she has been going out to get food, etc. for girls who are sick and has been using a hot plate which she has somewhere in the main building.

i. Recreational facilities in dormitory — The only place for recreation in the dormitories now is a lounge 35 x 15 ft. in each building. Although small, these lounges do have space for one or two card tables, two writing desks, several floor lamps, and a reasonable amount of leather upholstered furniture. They can accommodate two or three girls who might be having dates. Miss Frari, one of the WPA workers, is living in the dormitories, and she has already started a ballroom dancing class which is held in one of the lounges. (see general section on recreation for possibility of other facilities at the dormitories)

j. Extent of self-government — Girls were just beginning to move into the dormitories at the time of agents' visit, and there has been no attempt at

Ziegler
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Girls dormitories at Cotton Corners (cont.)

self-government yet.

k. Other Comments - Since Miss Fair has actually been living in the dormitories with the girls, she was able to give some personal opinions with regard to the problems that have come up. According to her, the girls are rather well satisfied with the living quarters ~~themselves~~. Their chief objections are:

1. The noise - The girls work different shifts, and some who are getting ready for work make so much noise that those on other shifts can't sleep.
2. ~~The fact that~~ They have no way of getting to desirable eating places or to facilities for recreation, etc.

Mr. Farrell, housing and recreation mgr. for Atlas Powder Company, thinks the dormitories undesirable for several reasons. He stated that in the 3 weeks before agents' visit, 250 women had inquired about the dormitories and that only 25 had moved in. The objections given were:

1. Lack of convenient, ~~desirable~~ eating facilities - He cited especially the bad features of the Cotton Corners Restaurants
2. Lack of adequate closet space - He pointed out the fact that there is only one small closet in the double rooms.
3. ~~Lack of~~ private bath facilities - Mr. Farrell said that office girls particularly object to the public washroom arrangement. (over)

Ziegler
Thurman

Ravenna, Ohio Defense Area
Summary

VII. Eating Facilities

The problem of eating facilities is most acute at present for the girls living in the Farm Security dormitories at Cotton Corners. There are now no provisions of any kind for these girls to prepare anything for themselves or to be served meals ~~at~~ near their living quarters. They are not ~~even~~ allowed to have a hot plate in their rooms, because it would create too great a strain on the wiring system.

The nearest eating places for these girls are located at the Cotton Corners crossroads. Numerous reports have been given about the distance of these restaurants from the dormitories, varying from a quarter of a mile to a mile and a half. Agents ~~actually~~ walked this distance as a test, and found that at a reasonable gait it required about ten minutes. Complaints have also been heard that it is very muddy along the road and that there are no lights, but a board walk has now been put up and preparations for lighting are being made. The walk between the dormitories and these eating places, however, is none too desirable, especially when it rains and girls on different shifts have to go at various times during the day and night.

~~So far the restaurants themselves~~, There are four restaurants, ~~in all~~, two of which have been declared unsanitary because of inadequate sewage facilities. As stated before, ~~however~~, Mr. Harris of the Health Department thinks that this matter will be cleared up as soon as the new extension of the city sewage system is begun.

Continued for Summary Area

see addition (page -

Ziegler
Thurman

Summary

Eating Facilities (cont.)

sewage system is begun. ~~It was reported that~~ Cotton Corners has long been known as a place where truck drivers and similar types of men stop, and that the restaurants are therefor not suitable for girls, especially since they serve strong drinks. One person stated very frankly, however, that many of the women in the dormitories are the kind who are accustomed to such things and that they would probably like to have a place where they could get beer, etc. and be more or less in their normal setting. Agents ~~actually~~ visited two of these restaurants to confirm the reports given. Considering them from the standpoint of desirable places for a fairly high type of working girl, we found that one, called "The Brown Gables," was very clean and served reasonably good food. It does not serve regular meals, however, but only sandwiches and short orders. It does serve beer and wine, but has no regular bar. Its seating capacity is approximately 40 people, but they was practically no one there at the time of ~~our~~ the visit. The other place was not as clean, nor did it serve as good food as the first one, but it is possible to get regular meals there. We were told that sometimes the girls come to this place to eat and stay three or four hours. The general atmosphere of the restaurant made this report seem reasonable. ~~The agents, [illegible], observed, that no meal was served.~~ There are several money slot machines there, and two or three waitresses who seem flirting with drunk diners. When asked about encouraging the proprietors of the Cotton Corners eating places to expand and make their places desirable for women, Mr.

Condensed for duplication

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Summary

Eating Facilities (cont.)

Kernicke, mgr. of the dormitories, said that they haven't as yet felt the need because the dormitories are not full.

The Ravenna Ordnance Plant does have two very adequate cafeterias, but the dormitory girls cannot take advantage of them because the buses arrive in the morning just in time for work and leave in the afternoon before the girls have time to eat dinner. The same applies to the night and midnight shifts. Girls do not have time to use the plant cafeterias at their lunch periods, so they now bring cold sandwiches packed for them at the Cotton Corners restaurants. Some of them have brought thermos bottles ~~in order to bring~~ for hot coffee. The plant is planning to carry hot food into the production areas at noontime, ~~but nothing definite has been done.~~

There are three fairly adequate restaurants in the city of Ravenna, but the girls have no regularly scheduled transportation between Ravenna and the dormitories.

There is much talk about the desirability and the possibility of setting up a cafeteria or a dairy bar at the dormitories. No definite action has been taken, but until something is done, it seems that the most reasonable temporary solution to the eating problem would be to work out a bus schedule that would enable the girls to take advantage of the facilities already existing.

(see back) Mr. Farrell, ~~housing and recreation manager~~ of Ordnance

VIII. Child Care

Up to the present, the child care problem throughout Portage County has been handled almost entirely by foster homes. Aside from a WPA nursery school at Kent which operates daily from 8 a.m. to 3 p.m., a WPA play school at Ravenna which is open only three hours in the morning, and a private kindergarten run by a citizen of Ravenna, there are practically no provisions for the care of children except through foster homes. And because of increased opportunities for other employment, many of the women are closing homes of this kind with a resulting shortage at a time of increased need.

Due to an acute housing situation and a scarcity of female labor, the Ravenna Ordnance Plant is planning to recruit the wives of workers who will be living in the 2,000 new housing units proposed for Windham, the idea being to have at least 2 workers from every home. Mr. Moss who is in charge of the Windham project recognizes the fact that many of these women will be ~~the~~ mothers of small children, and he is planning ~~to have constructed some~~ facilities in which these children can be cared for while their mothers are at work. His idea is to have no professional staff, but rather to let the women work out among themselves some plan of sharing the responsibility for the care. If they want to hire helpers, he feels that they would be making enough to be able to pay a fee.

Several people expressed a strong feeling that

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Thurman

Ravenna, Ohio Defense Area
Summary

Eating Facilities (con't.)

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(see back) Mr. Farrell, ~~housing and recreation manager~~ of Atlas Powder

Company, said that he could get some people to come in and operate a cafeteria on a concession basis, but that nobody wanted to put up his own building since the people have found out that the Gov. is only leasing the land on a yearly plan. Mr Reineke, manager of the dormitories, is still ~~holding out~~ Rahuvi for a combination eating place and recreation building. (His idea of eating place would be on the order of a dairy bar rather than a regular cafeteria)

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[redacted]man

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Continued

Ziegler
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Ravenna, Ohio defense area
Summary

Child Care (cont.)

it is unwise to encourage the employment of married women who have children. ~~One of these people was Mr. Goodwin, head of the Federal Security office in Cleveland, Ohio~~ (Office of Defense Health & Welfare, Federal Security). It is probable that if Federal Security should be asked to provide any child care facilities at the Windham project, Mr. Goodwin would not recommend them because he does not believe that the plant should recruit the mothers there except as a last resort. According to Mr. Moss's present plan, however, this problem would not arise. ~~because the building for child care will be constructed by the agency putting up the 2,000 homes.~~

Judge McClellan, recently appointed head of the Welfare division of the Defense Council, stated that from the standpoint of war and the acute labor shortage in the Ravenna area, he believes that the recruiting of the women at Windham is absolutely necessary. His idea of the proper system of child care is to have it very informal and decentralized. To this end, he is going to try to encourage some women in each neighborhood to look after the children of several of their neighbors for a small fee so that these other women may be released for work in the plant.

It should be stated that despite all the opposition of various people to the employment of mothers of young children, the plant is going right on with its plan of recruiting the women at the Windham project. The only solution to the problem, therefore, is to set up some program of child care.

Condensed for Summary

Zeigler
Thurman

Ravenna, Ohio Defense Area 27
Summary

IX. Health Facilities

Akron, Warren, Cleveland, and Kent do have hospitals which are adequate at present and to which the Ravenna Ordnance workers could go in an emergency. Robinson Memorial, the only hospital in the city of Ravenna, ~~however~~, has only 38 beds and is now trying to care for ~~about~~ 68 patients on the average. ~~Every~~ all available space, (even the corridors) is being used. An addition which will provide for 40 more patients is now under way.

Dr. Harris, head of the County Health Departments, stated that the U. S. Public Health Service had offered to give Ravenna a $50,000 health center with several different kinds of clinics but that the county commissioners had turned down the offer and refused to give the necessary land. It was decided instead that funds would be requested for the addition to the hospital. This addition, now being constructed at a cost of $150,000, will include space for dental, orthopedic, venereal disease, and other kinds of clinics.

The County Health department has also increased its nursing staff to a total of 5 instead of 2 as formerly. These nurses are doing more bedside or demonstration nursing which means that they are going into the homes and teaching the women how to care for sick patients so that some of the load will be taken off the hospitals.

As health physician for the Ravenna Defense Council, Dr. Harris is now working out a plan of the specific duties for which the County Health Department will be responsible should an emergency occur at

Ziegler
Thurman

Ravenna, Ohio defense area
Summary

Health Facilities (cont.)

the Ordnance Plant. There will be a stated place for each First-aid Kit, definite locations to which victims will be transported, and particular jobs set aside for each member of the Health department staff.

Zeigler
Thurman

Ravenna, Ohio Defense Area
Summary

X Education Facilities

According to Mr. C. P. Rausch, Superintendent of Education for Portage county, the defense program has brought a slight increase in school enrollment throughout the county, but the real increase is expected during the next school year when the Ravenna Ordnance Plant is nearer peak production. The chief problem at present is an overcrowding in three particular schools resulting from an influx of people who were moved from the land which the Federal Government bought for the Ravenna Ordnance buildings. Two of these schools, Ravenna Township and Brimfield Jr. High, have asked for government grants, but no action has been taken to date. The other one, located at Brady Lake, was to receive a new 4-room building as a result of a $50,000 bond issue voted last year plus a Federal grant already approved, but construction is being held up because of an Ohio law concerning schools. This same law is causing concern over the possibility of a new school at Windham where 2,000 family dwelling units are to be built. Due to a shortage of materials, a permanent structure is almost impossible now; but the residents of Brady Lake are not willing to use this bond issue money on anything temporary, so the Federal Government wants to put up a temporary school at Brady Lake as well as at Windham. The plan would be for the Government to lease the land, construct the building, and then lease the building back to the Dept. of Education. The Ohio law, however, requires for schools a fireproof

Zeigler
Herman

Ravenna, Ohio Defense Area
Summary

27.

Education Facilities (cont.)

structure with a special type of ventilation and other qualifications which the Government's temporary building will not be able to meet. It is possible, therefore, that the Dept. of Education would not be allowed to lease the schools even after they were built unless some way of getting around the law is found. Mr. Rausch stated that he is working on this problem now, especially with regard to Windham where the new housing project will make ~~necessary~~ necessary some addition to the school facilities. He mentioned incidentally that he is planning to use some of the wives at Windham to replace the teachers whom he is losing to the draft, to industry, etc.; but the Ordnance Plant is also counting on these women as one of its ~~by~~ sources of labor supply.

Mr. Rausch feels that the education problem will be much more acute when, due to tire rationing, commuting is no longer feasible and people begin to move in nearer the plant.

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Thurman

XI. Recreation

Most of the public recreation at present is under the direction of the U.S.O. workers. There are 3 U.S.O. centers in the area:

(1) Newton Falls Recreation Center - This is a new $90,000 building put up by the Federal Government and now operated under the leadership of Miss Bertha Daniels, YWCA - USO worker. It has a large reception hall, a gym equipped with a stage, two lounge rooms, a game room, and a kitchen. It is equipped with card tables, ping-pong tables, a snack bar, etc. The program consists of knitting classes, first-aid classes, square dancing, community sings, etc. The most popular feature seems to be the regular Wednesday night dances which boast an average attendance of 400 people, many of whom are girls from the Ordnance Plant.

(2) Ravenna Armory Recreation Center - Through the Federal Security Agency, the armory in the city of Ravenna has just been made over into a very adequate gymnasium, accompanied by a kitchen and three game or lounge rooms which are not yet fully equipped but will be within a short time. A YMCA - USO worker, Mr. Frank Radke, is in charge, assisted by Miss Fair who will take over the work for the girls. This center will be open every Tuesday and Thursday nights, especially for the women at the plant.

(over) It should be noted that this kitchen is not completely

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Recreation (cont.)

(3) NCCS-USO Girls Club - This center is located on the opposite side of Ravenna from the armory and is directed by Miss. Ford who was formerly a director of Physical education in the public schools of Dubuque, Iowa. She has organized first-aid, knitting, and personality classes; but her big project at present is the "Arsenal Sugar Club" which is composed mainly of girls who work at the Ravenna Ordnance Plant and who meet every Thursday evening at the USO club for dinner and an informal program of games and dancing afterwards. Miss Ford is also planning to have an outdoor oven, badminton courts, etc. for summer activities.

There are several problems that have arisen in connection with the above stated centers. One is the problem of recreation for girls in the FSA dormitories at Cotton Corners. Many of these girls would like to take advantage of the existing facilities, but lack of proper transportation prevents their doing so. The possibility of some kind of a center at the dormitories ~~themselves~~ is now being discussed. One of the USO workers, Miss Fair, is living at the dormitories and has already started dancing classes for the girls which will be held in the lounge rooms. When questioned as to whether or not partitions in one of the wings couldn't be knocked out to make a recreation hall, Mr. Kemicke stated that he had not recommended this yet because

Ziegler
Thurman

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(over) It should be noted that this kitchen is not completely

furnished ~~properly~~ adequately for the preparation of meals. It has a large refrigerator, a coffee urn, and a double hot plate; but Miss Daniels has declared the coffee urn as well as the soda bar in the lounge room "surplus." She said she is going to ask for an electric oven or cooker because she thinks there will be more need for it than for a stove. ~~According to her comments about the kitchen, it will not be available for girls who might like to drop in and cook a meal once in a while.~~

Ziegler
Thurman

Recreation (cont'd.)

he wanted to get an entirely separate building if at all possible. In the meantime, not only is USO planning recreation here, but WPA has also been told that it would be asked to come into the dormitories and set up a program. Which agency will eventually be selected is still undecided.

Varying opinions as to the use of the USO centers by the general community as well as by defense workers is causing another problem. Miss Daniels, director of the building at Newton Falls, has apparently antagonized the citizens there by her restrictions concerning use of the center. She would not admit that it was not supposed to serve the community, but the conditions under which she said the community could take advantage of it led agents to believe that she is inclined to lean rather definitely toward defense workers only. Agents did see her turn away two small girls who wanted to come in at a time when there was practically no one else in the building with whose pleasure the children could have interfered. Miss Ford, director of the NCCS-USO Girls Unit, however, definitely stated that she is making a positive effort to get the general community to use her center. Accurate information as to just what is the national USO policy would probably help to solve the difficulties in many communities.

The housing and recreation manager at the Ordnance Plant, Mr. J. W. Farrell, is not very favor-

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Summary

Recreation (cont.) ~~paid~~ That many workers want ~~athletic~~ more active programs than U.S.O. centers offer, able to U.S.O. because he says that they have no trained directors who can set up active, athletic programs which so many of the workers want. Their program, according to him, is confined to knitting and first-aid classes, etc. of a quieter nature. ~~The~~ The agents were told of plans. ~~Atlas Powder Co. is planning~~ to set up a plant recreation building and to use WPA staff who can direct basketball, golf, etc. A recreation association with membership fee of $1.00 per year is to be formed. ~~Mr. Farrell's~~ The program as now ~~organized~~ projected will include ball, swimming, golf, horseback riding, fishing, etc. When the proposed dormitories for women are constructed on the Government Reservation, the Atlas recreation facilities should be easily available to them. Atlas has already had several dances either in the plant cafeteria or at nearby country clubs.

7 (~~Mr. Farrell did not make himself~~ It was not made clear as to whether this building would be put up with Atlas Powder Co. money, or a Federal agency would be asked to construct it. Even if it were possible for Atlas to finance it, permission would have to be granted by the WPB; and with the present restrictions on building materials, it is doubtful if this kind of building ~~Mr. Farrell asks~~ will be possible at all.)

Additional

Notes ——

to be filed

Ravenna, Ohio

First Glance Analysis
of
F.S.A. dormitories
Ravenna Defense Area

Duplicate in parent files

Lois N. Fair

I came to Ravenna to organize under the direction of Miss Bertha Daniel a program for the women and girls working in the Ravenna Arsenal. Because many of the girls who work at the arsenal are housed in the dormitories built & maintained for them by the Farm Security administration, I have taken a room there and have been able to talk with the girls as they come and go. The following is a first-glance analysis of the conditions and problems as I see them at the present moment - (March 23rd, 1942)

I. Physical Conditions

a. Living - The dormitories consist of eight one-story, lightly built structures, each housing 50 girls. A girl pays $5 for a single room or $3.50 for a double room. The furniture, made of metal and painted dark brown, is very substantial and adequate. Beds are comfortable, each one with a reading light at the head. A bureau, a chair and very small clothes-closet complete the furnishing. The one window in the room is provided with a screen but no curtains; the bed has two army blankets but no spread — so you see the furnishings are adequate and comfortable but not attractive.

There is a bathroom with 10 wash bowls, two tubs, four showers, two drinking taps and plenty of hot and cold water twenty-four hours a day.

The house is well heated by an oil furnace. The whole project is personally supervised by a manager, a resident assistant manager and a resident matron all of whom are fine people interested in the girls and in providing them with comfortable living quarters: Maids keep the houses clean and make the beds. Sheets and towels are changed

twice a week; the bathrooms are thoroughly scrubbed each day. So from the standpoint of good care and adequate physical comfort - if not luxury - the dormitories should be the Farm Security Administration's Exhibit A.

B. The Eating Problem - has not been so happily solved. There is at present no place on the grounds of the dormitories for the girls to eat. The War Department, the Atlas Powder Company and the Farm Security Administration expected the girls who lived in the dormitories and the surrounding towns to eat three meals a day at the Arsenal Commissary, but actually what happens is this:

I. - (For girls on the 8 a.m. x P.M. shift) The buses which come through from Akron, Canton, Youngstown, etc. do not pick up the girls early enough to get them to the Arsenal in time to have breakfast before they must check in for work at 7:x5. So they go to a poor restaurant at Cotton Corners 1/3 mile away, and buy breakfast (25-40¢)

II. - at lunch time the workers are given 1/2 hour to eat. This is not sufficient time to get to the Commissary, have lunch and get back to the line. Therefore they must take with them in the morning cold sandwiches packed at the restaurant at Cotton Corners and these suffice for lunch without any drinks.

III. - a girl finished her work at x o'clock - too early to eat dinner so she comes home to the dormitory and around 6 o'clock trudges up the road sometimes through rain and sleet to the dreary little restaurant and bar that gave her breakfast. Here she spends 65¢ for dinner.

C. Transportation - is another item that has not been planned for. The girls in the dormitories use the Akron - Ravenna - Ordnance plant bus, which is already

overcrowded when it passes the dormitories or they must depend on hitch-hiking often getting soaked as they stand on the road waiting for someone to give them a lift. A round-trip bus ticket from the dormitories and the Arsenal costs 60¢. With a book of 52 tickets ~~for~~ costing $5.75 a girl can ride for 30¢ a round trip. The average wage at the Arsenal is 65¢ an hour or about $33.80 a week. The girls must work for two weeks without drawing pay, at the end of two weeks they are given one weeks' wages, the other week being held until they quit work. So for the first two weeks it is almost impossible for girls to pay $5.75 for a book of 52 tickets.

II. The Workers

A. Previous Experience. Many of the girls who come to work at the Atlas Powder Plant have had previous experience in factory work, some have worked in roller-bearing factories, silk factories, rope or rubber factories, and some have been on W.P.A. jobs with such jobs as housekeeping aides, school lunch assistants, etc. Others are from farms. In every case the girl has thrown up her regular job to get a share in the higher wages being paid in defense industry.

B. Attitudes - The girls are ambitious, eager to have money, anxious to advance and make good. Some of the girls in the dormitories were so anxious to be on time the first day that they got up two hours ahead of time and stood on the road asking for a lift. No tardy mark for them!

The girls are neat in appearance, attractive, friendly and full of interesting and amusing stories. They make good company for one who will drop down in the lobby and start the story by asking "How did things go today?" Two girls laughingly told me how on that day all work in their section had been stopped while workers and supervisors searched the floor on hands and knees to find a tiny detonator which one of the workers had accidentally dropped. After 15 minutes of lost production time the pest was found in the cuff of the girls work-slacks. The girl finished by saying "good she didn't blow up!"

E. Qualifications. Women workers in the Atlas Powder Plant must be 21 years old, 5 ft. 2 in. tall and weigh 110 pounds. They must pass a physical examination which covers eyes, ears, nose, teeth, lungs, blood. If a girl has bad teeth she can be employed but is told that she has 30 days in which to have her teeth attended to. There is no age limit. Women 60 years old are working in the plant. This is modified since war broke out. In October the Maximum age was 38.

Every worker must wear a badge bearing her photograph and a number. At a cost of $1.39 (half the whole cost) she must buy "powder shoes", shoes which have no nails & which have asbestos toes. She must leave all hairpins & jewelry - articles which might produce friction - in her locker when she goes into the line and she must put on a shirt

and slacks sewed her own skirts with metal zipper might possibly cause friction.

III. U.S.O. - Y.W.C.A.'s Relationship with other Agencies.

a. The feeling between the U.S.O. - Y.W.C.A. and the Farm Security Administration in this area is remarkably good. The manager of Housing for the area is interested in the welfare of the girls who live in the dormitories and his greeting to a new U.S.O. worker is "we sure are glad to see you people come in here." The manager of the dormitories, also a Farm Securities Administration man keeps in daily touch with U.S.O. and is glad to have a U.S.O. worker living in the dormitories. His assistant likewise is a woman who wants the best possible life for these girls and will work with the U.S.O. in anything they plan. We are certainly fortunate in having people of this calibre in these positions.

B. The relationship between the U.S.O. - Y.W.C.A. and other U.S.O. agencies is just as cordial as that between the U.S.O. - Y.W.C.A. and government agencies but much closer. The NCCS staff cooperate with the USO - YWCA in every way and are very hospitable in offering their club house for any occasion. On Thursday evenings the NCCS is open to all girls at all times and since we have

no club house or quarters of our own in Ravenna at the present time we are very glad to have the girls invited to the NCCS for recreation. The USO Travelers' Aid is also cooperative & quite ready to take cases referred to them by us. The USO-YMCA director has been more than generous and hospitable in helping me to get an office set-up in the Armory where this office is and in working out a schedule for activities in the Armory. My impression of the first U. S. O. staff Conference where all these agencies met last Wednesday was that each member was personally devoted to each one of the others and there existed a loyalty and an esprit de corps rarely found.

IV. Solutions and plans

Yesterday March 22, I had a talk with Mr. Reinke the Manager of the dormitories, on the subject of the poor eating facilities & the lack of recreation space. It was the first time many of the facts related to me by the girls themselves had been brought to his attention. He agreed to see two restaurant managers in Ravenna and get them to bring to the dormitories every morning a hot breakfast and also hot soup or coffee, to be put up with sandwiches for the girls lunches. I made inquiry today about thermos bottles and find that they a local hardware

tore the girls can buy one-pint thermos bottles at $1.15 apiece. In this way the girls will be able to get breakfast without walking to Cotton Corners and will have a hot drink with their lunch. Mr. Renke said also that he would inquire what was being done about getting the hot food trucks going in the plant at lunch time.

As to recreation, we drew up a sketch of an ideal recreation building 80'-100' consisting of a large lounge, several rooms for dancing, a game room, etc. A list of furnishings was made. We will then draw up a formal plan and present it to the Farm Security administration and showing them the immediate need of some place for recreation right on the dormitory grounds, will propose that work on such a building be started at once. The question as to who should staff the building N.S.O. - W.P.A. can be decided later. At the present time there is one small lobby, really a vestibule where the girls may sit at one card table for a game of cards. There is no writing desk and there were no games or magazines until we borrowed some Chinese checkers from the Newton Falls Clubhouse and bought a copy of "Life" and "Good Housekeeping". While the N.S.O. - N.C.C.S. offers these things and we are encouraging girls to go

down there, yet that clubhouse is 2 miles away and there is no regular means of transportation. It may be some months before such a recreation building is ready to occupate but it may be completed in time to save the majority of them from passing out with unrest and boredom.

A girl came to the dormitory yesterday and as soon as I was introduced to her as the N. S. O. representative she asked "Do you have badminton? Oh! Boy how I love badminton. I played on the Akron team. We beat Youngstown! We were even asked to come up to Cleveland! We got so we were pretty good. Boy! do I love badminton!" Lots of them do and want to play but where?

Lois M. Dair
Assistant Ravenna Area
N. S. O. - Y. W. C. A.

NOTE:- There will
May dance April

YOU CAN'T BEAT FUN AT THE U.S.O.

MONDAY 8pm SQUARE DANCING.
TUESDAY-7pm KNITTING CLASS
TUESDAY 7:30pm MENS GLEE CLUB
ORGANIZATION MEETING APRIL 14th
WEDNESDAY 7:15pm BALLROOM DANCING CLASS.
WEDNESDAY 8:30pm DANCE.
THURSDAY 10:30am GYM and FIGURE CONTROL CLASS
THURSDAY 1pm KNITTING CLASS
THURSDAY 8pm TALENT SHOW REHEARSAL
AUDITIONS BEGIN APRIL 4th
FRIDAY 7:30pm BOY SCOUT MEETING.
FRIDAY 7:30pm FIRST-AID CLASSES for BEGINNERS
UNDER AUSPICES OF AMERICAN RED CROSS
ORCHESTRA PRACTICE.... INQUIRE.

YOU ARE CORDIALLY INVITED TO ATTEND.

U.S.O. CLUBHOUSE NEWTON FALLS O.





The Dormitories
Ravenna, Ohio
This Morning

Dear Judy,

Somebody told us you were coming to work at Atlas and live in the Dormitories. We sure are glad you're here. What are you thinking about right now? Wondering what you're going to do all day tomorrow until your shift starts at four? Wondering where to go tonight after work? You get awfully tired just sitting around, don't you?

Well, there are things to do- something for everybody. Right now we have a First Aid Class, a class in Home Nursing, and a class in Knitting. Everything of-course is free and we invite you to come into these classes right today. Just let us know you are interested by signing your name on the proper sheet on the bulletin board out in the hall. Or ask Miss Fair about the activities,- she'll tell you how to get into the classes and where they meet. Maybe you would like a class in something else we haven't thought of. Maybe you would like to help organize something. How about getting up a tea? We'll supply the dishes and the food. You say when.

Then there's something else you ought to know. The people of Ravenna want to know you. They're the nicest kind of people. Would you like to go to church on Sunday morning? A car will come for you and take you in. Then there is an invitation to Sunday dinner waiting for you in one of the nicest homes in Ravenna because people want to get acquainted with you and want you to feel at home. Also, the U.S.O. Clubhouse on West Main Street would like to have you come to supper any Thursday night.

What about sports? The U.S.O. invites you to come up to the Armory and play badminton- or maybe just shoot some baskets. Perhaps you know some girls at the Plant who would like to form a basketball team. We have the floor - and it's a beauty - and we supply the balls. You be the players and LET'S GO!

All for you, Judy -

U.S.O.

P.S. Please answer soon.





TERMINAL AND TICKET OFFICES

AKRON	Ohio Edison Building, Phone HEmlock 5171
BARBERTON	Wyres Pharmacy, 2nd Street, Phone SH. 1514
BEDFORD	725 Broadway, Phone 171
BRIDGEPORT	Union Bus Terminal, Phone Main 81
CADIZ	General Custer Hotel Bldg., Phone 224
CALDWELL	Schafer's Rest., Phone 247
CAMBRIDGE	Bus Terminal Bldg., Phone 2514
CANFIELD	Burbick's Rest., 8 Broad Street, Phone 34221
CANTON	402 Second St., S.W., Phone 7323
CHAGRIN FALLS	Bright's Drug Store, Phone 121-W
CLEVELAND	Greyhound Term., E. 9th & Superior, Ph. CHerry 7960 W. 3rd & Superior, Phone MAin 1556 10514 Euclid Ave., Phone GArfield 3451
CUYAHOGA FALLS	Food Shop, Front Street, Phone Walbridge 8910
DOVER	Dover Bus Term., Cor. Factory & Second St., Ph. 38521
EAST LIVERPOOL	Union Bus Terminal, Phone 89
ELLWOOD CITY, PA.	Harmony Short Line Terminal, Phone 19
GIRARD	Jenkins & Nicholas, Phone 7-55059
GREENTOWN	Boston's Store, Phone 99214
HUBBARD	Liberty Confectionery, Cor. Main & Liberty Sts.,Ph.4814-1
HUDSON	Saywell Drug Store, Phone 26
INDEPENDENCE	Kubicek's Store, Phone 38
KENT	E. L. Hoard's Drug Store, Phone 4-141
LISBON	Morgan's Drug Store, Phone 723
MARIETTA	Union Bus Terminal, Phone 1002
MASSILLON	Union Bus Terminal, Phone 3034
NAVARRE	D. A. Mushoff Drug Store, Phone 42-F-2
NEW CASTLE, PA.	Cor. Jefferson and North Sts., Phone 3900
NEWCOMERSTOWN	Bus Terminal, Phone 371
NEW PHILADELPHIA	157 N. Broadway, Phone 22011
NEWTON FALLS	Roth's News Agency
NORTH CANTON	Becker's Store, Phone 24595
PARKMAN	Cromwell's, Phone 11 or 55
PITTSBURGH, PA.	Greyhound Term., Liberty Ave. at Grant, Ph. Grant 5700 210 10th Street, opp. Ft. Pitt Hotel, Phone Court 4500
RAVENNA	Kipp's Bus Station, Phone 6137.
SALEM	Stark Transit Co., Phone 3311
SHARON, PA.	216-218 W. State Street, Phone 3561
STEUBENVILLE	Blue Ridge Terminal, 328 Adams Street, Phone 808
STOW	Braunlich's Drug Store, Phone WA. 8872
TORONTO	Toronto News Agency, Phone 190
TWINSBURG	J. J. Babka, Phone 6
UHRICHSVILLE	Buckeye Hotel, Phone 1070
UNIONTOWN	D. T. Messerly, Phone 2521
WADSWORTH	Brennerman's Drug Store, Phone 87
WARREN	Main and South Streets, Phone 2570
WHEELING, W. VA.	Union Bus Terminal, 16th & Market Sts., Phone 623-624
YOUNGSTOWN	Penn-Ohio Coach Lines Depot, Bus Arcade, Phone 3-4141
ZELIENOPLE, PA.	Kauffman Hotel, Phone 104

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SCHEDULES ARE SUBJECT TO CHANGE WITHOUT NOTICE.

CLEVELAND—AKRON—CANTON—MASSILLON—DOVER—NEW PHILADELPHIA—NEWCOMERSTOWN—CAMBRIDGE—MARIETTA—MIAMI—ST. PETERSBURG

TABLE No. 1

SOUTHBOUND

Cleveland	**Ohio**	AM	AM	AM	PM	PM	PM	
Grey. Ter., E. 9 & Sup			6.10	10.10	12.10	5.30	5.45	
E. 105th & Euclid	Lv		6.25	10.25	12.25	↓	6.00	
W. 3rd & Superior	Lv					5.32		
E. 55th & Bdwy.	" Lv		↓	↓	↓	5.44	↓	
Akron	Ar		7.40	11.40	1.40	6.45	7.15	
Ravenna	" Lv		*6.45*	*10.45*	*12.45*	**5.45*	**5.45*	
Kent	" Lv		*7.02*	*11.02*	*1.02*	**6.02*	**6.02*	
Akron	" Ar		*7.32*	*11.32*	*1.32*	**6.32*	**6.32*	
Akron	" Lv	6.20	7.45	11.45	1.45	7.15	7.30	
Canton	" Ar	7.10	8.38	12.38	2.38	8.10	8.23	
Canton	" Lv	7.20	8.45	12.48	2.48	8.20	8.33	
Massillon	" Lv	7.40	9.05	1.08	3.08	8.40	8.53	
Navarre	" Lv	7.50	9.15	1.18	3.18	8.50	9.03	
Justus	" Lv							
Beach City	" Lv		↓	↓	↓	↓	↓	
Strasburg	" Lv	8.04	9.29	1.32	3.32	9.04	9.17	
No. Industry	" Lv							
East Sparta	" Lv							
Sandyville	" Lv							
Mineral City	" Lv							
Zoarville	" Lv							
Dover	Ar	8.15	9.40	1.43	3.43	9.15	9.28	
Dover	" Lv	8.25		1.53			9.38	
New Philadelphia	" Lv	8.35		2.03			9.48	
Joyce	" Lv	8.44		2.12			9.57	
Stone Creek	" Lv	8.52		2.20			10.05	
Wolf	" Lv	9.03		2.31			10.16	
Newcomerstown	" Lv	9.10		2.38			10.23	
Bernice	" Lv	9.17		2.45			10.30	
North Salem	" Lv	9.34		3.02			10.47	
Salt Fork	" Lv	9.42		3.10			10.55	
Cambridge	" Ar	9.52		3.20			11.05	
Cambridge	" Lv	9.57		3.25			11.10	
Byesville	" Lv	10.08		3.36			11.21	
Ava	" Lv	10.28		3.56			11.41	
Coal Ridge	" Lv	10.32		4.00			11.45	
Belle Valley	" Lv	10.36		4.04			11.49	
Caldwell	" Lv	10.44		4.12			11.57	
Dudley	" Lv	10.52		4.20			12.05	
Dexter City	" Lv	10.59		4.27			12.12	
Macksburg	" Lv	11.03		4.31			12.16	
Warner	" Lv	11.18		4.46			12.31	
Lower Salem	" Lv	11.21		4.49			12.34	
Whipple	" Lv	11.27		4.55			12.40	
Marietta	" Ar	11.47		5.15			1.00	
		AM	AM	PM	PM	PM	AM	
		AGL		AGL			AGL	
Marietta	*Ohio* Lv	*11.58*		*6.18*			*1.47*	
Parkersburg	*W. Va.* Lv	*12.55*		*7.15*			*2.30*	
Charleston	" Ar	*3.25*		*9.45*			*5.00*	
Charleston	" Lv	*3.45*		*10.45*			*7.30*	
Beckley	" Lv	*6.25*		*1.25*			*10.15*	
Bluefield	" Lv	*8.45*		*3.05*			*12.05*	
Wytheville	*Va.* Lv	*10.40*		*4.55*			*2.25*	
Winston-Salem	*N.C.* Ar	*1.20*		*7.30*			*5.00*	
Winston-Salem	" Lv	*1.45*		*8.15*			*5.55*	
Statesville	" Lv	*f*		*9.45*			*7.15*	
Charlotte	" Ar	*4.00*		*10.55*			*8.25*	
Charlotte	" Lv	*5.15*		*11.15*			*8.35*	
Chester	*S. C.* Lv	*6.30*		↓			*9.50*	
Columbia	" Lv	*8.30*		*2.05*			*11.30*	
Augusta	*Ga.* Lv	*10.45*		*5.25*			*1.45*	
Swainsboro	" Lv	*12.45*		*7.27*			*3.42*	
Waycross	" Lv	*4.00*		*10.32*			*6.30*	
Jacksonville	*Fla.* Ar	*6.10*		*12.30*			*8.35*	
Charlotte	*N.C.* Lv	*4.10*		*11.15*				
Camden	*S. C.* Lv	*6.05*		*1.15*				
Sumter	" Lv	*7.20*		*3.15*				
Walterboro	" Lv	*9.30*		*5.35*				
Yemassee	" Lv	*10.15*		*6.15*				
Savannah	*Ga.* Lv	*12.15*		*8.00*				
Brunswick	" Lv	*2.20*		*10.20*				
Jacksonville	*Fla.* Ar	*4.25*		*12.30*				
Jacksonville	Ⓢ " Lv	*7.00*		*1.00*			*9.00*	
St. Augustine	Ⓢ " Ar	*8.00*		*2.00*			*10.00*	
Daytona Beach	Ⓢ " Ar	*9.25*		*3.25*			*11.25*	
W. Palm Beach	Ⓢ " Ar	*2.10*		*8.35*			*4.35*	
Miami	Ⓢ " Ar	*4.45*		*10.45*			*6.45*	
Miami Beach	Ⓢ " Ar			*11.30*			*7.30*	
Jacksonville	Ⓢ " Lv	*7.00*		*3.00*			*9.00*	
Orlando	Ⓢ " Ar	↓		*6.40*			↓	
Tampa	Ⓢ " Ar	*1.15*		*10.30*			*3.30*	
St. Petersburg	Ⓢ " Ar	*2.00*		*11.05*			*4.15*	
		AM		AM			PM	

NORTHBOUND

St. Petersburg	Ⓢ *Fla.* Lv		*11.00*		*10.00*			AM
Tampa	Ⓢ " Lv		*11.45*		*11.00*			
Orlando	Ⓢ " Lv		*3.05*		↓		*7.20*	
Jacksonville	Ⓢ " Ar		*7.10*		*4.15*		*11.15*	
Miami Beach	Ⓢ " Lv		*9.30*		*5.30*			
Miami	Ⓢ " Lv		*10.00*		*6.00*		*12.01*	
W. Palm Beach	Ⓢ " Lv		*12.30*		*8.15*		*2.00*	
Daytona Beach	Ⓢ " Lv		*5.20*		*1.25*		*7.00*	
St. Augustine	Ⓢ " Lv		*6.35*		*2.45*		*8.15*	
Jacksonville	Ⓢ " Ar		*7.45*		*3.45*		*9.15*	
Jacksonville	Ⓘ " Lv		*8.15*		*6.15*		*11.45*	
Brunswick	Ⓘ *Ga.* Lv		*10.25*		*8.25*		*1.55*	
Savannah	Ⓘ " Lv		*12.45*		*10.30*		*4.15*	
Yemassee	Ⓘ *S. C.* Lv		*2.00*		*11.50*		*5.30*	
Walterboro	Ⓘ " Lv		*2.45*		*12.45*		*6.30*	
Sumter	Ⓘ " Lv		*5.00*		*3.05*		*8.50*	
Camden	Ⓘ " Lv				*3.55*		*9.35*	
Charlotte	Ⓘ *N.C.* Ar				*6.30*		*11.30*	
Jacksonville	Ⓘ *Fla.* Lv				*4.45*		*10.00*	
Waycross	Ⓘ *Ga.* Lv				*7.25*		*12.10*	
Swainsboro	Ⓘ " Lv				*10.30*		*3.15*	
Augusta	Ⓘ " Lv				*1.00*		*5.30*	
Columbia	Ⓘ *S. C.* Lv				*3.25*		*8.00*	
Chester	Ⓘ " Lv				*5.00*		*9.40*	
Charlotte	Ⓘ *N.C.* Ar				*6.20*		*11.00*	
Charlotte	Ⓘ " Lv				*6.30*		*11.40*	
Statesville	Ⓘ " Lv				*8.10*		*f*	
Winston-Salem	Ⓘ " Ar		*12.40*		*9.30*		*1.55*	
Winston-Salem	Ⓘ " Lv		*1.50*		*9.50*		*2.15*	
Wytheville	Ⓘ *Va.* Lv		*4.45*		*12.40*		*5.05*	
Bluefield	Ⓦ *W. Va.* Lv		*7.00*		*2.20*		*7.20*	
Beckley	Ⓘ " Lv		*9.00*		*4.10*		*9.25*	
Charleston	Ⓘ " Ar		*11.25*		*6.30*		*11.55*	
Charleston	Ⓘ " Lv		*11.45*		*8.15*		*1.15*	
Parkersburg	Ⓘ " Lv		*2.15*		*11.00*		*3.55*	
Marietta	Ⓘ *Ohio* Ar		*2.58*		*11.28*		*4.23*	
			AM		AM		PM	
Marietta	**Ohio** Ar		8.10		12.30		6.10	
Whipple	" Lv		8.31		12.51		6.31	
Lower Salem	" Lv		8.38		12.58		6.38	
Warner	" Lv		8.41		1.01		6.41	
Macksburg	" Lv		8.56		1.16		6.56	
Dexter City	" Lv		9.00		1.20		7.00	
Dudley	" Lv		9.07		1.27		7.07	
Caldwell	" Lv		9.15		1.35		7.15	
Belle Valley	" Lv		9.22		1.42		7.22	
Coal Ridge	" Lv		9.26		1.46		7.26	
Ava	" Lv		9.30		1.50		7.30	
Byesville	" Lv		9.50		2.10		7.50	
Cambridge	" Ar		10.02		2.22		8.02	
Cambridge	" Lv		10.07		2.27		8.07	
Salt Fork	" Lv		10.25		2.35		8.15	
North Salem	" Lv		10.33		2.43		8.23	
Bernice	" Lv		10.51		3.01		8.41	
Newcomerstown	" Lv		10.59		3.09		8.49	
Wolf	" Lv		11.05		3.15		8.55	
Stone Creek	" Lv		11.16		3.26		9.06	
Joyce	" Lv		11.25		3.35		9.15	
New Philadelphia	" Lv		11.35		3.45		9.25	
Dover	" Ar		11.45		3.55		9.35	
Dover	" Lv	8.41	11.55	2.41	4.05	9.26	9.45	
Zoarville	" Lv							
Mineral City	" Lv							
Sandyville	" Lv							
East Sparta	" Lv							
No. Industry	" Lv							
Strasburg	" Lv	8.56	12.10	2.56	4.20	9.41	10.00	
Beach City	" Lv	9.01	↓	↓	↓	↓	↓	
Justus	" Lv	9.09						
Navarre	" Lv	9.18	12.24	3.10	4.34	9.55	10.14	
Massillon	" Lv	9.31	12.37	3.23	4.47	10.08	10.27	
Canton	" Ar	9.51	12.57	3.43	5.05	10.30	10.45	
Canton	" Lv	10.10	1.10	4.10	5.10	10.50	10.50	
Akron	" Ar	11.03	2.03	5.03	6.03	11.40	11.40	
Akron	" Lv	*11.45*	**2.10*	*5.45*	**6.48*	*11.50*	*11.50*	
Kent	" Ar	*12.15*	**2.40*	*6.15*	**7.18*	*12.19*	*12.19*	
Ravenna	" Ar	*12.35*	**3.00*	*6.35*	**7.35*	*12.35*	*12.35*	
Akron	" Lv	11.10	2.10	5.10	6.10	11.45	11.45	
Cleveland	"							
Euclid & 107th St.	Ar	12.23	↓	6.25	↓	12.50	12.50	
Public Square	Ar	↓	3.25	↓	7.25	↓	↓	
Grey. Ter., E. 9 & Sup.	Ar	12.38	3.30	6.40	7.30	1.05	1.05	
		PM	PM	PM	PM	AM	AM	

VIA RAFFORD, N.C.

CLEVELAND—AKRON—CANTON—MASS CADIZ—WHEELING—GI

TABL No.

SOUTHBOUND

Cleveland	**Ohio**	AM	AM	AM	PM	PM	PM
Grey. Ter., E. 9 & Sup.			6.10	10.10	12.10	5.30	5.45
E. 105th & Euclid	Lv		6.25	10.25	12.25	↓	6.00
W. 3rd & Superior	Lv					5.32	
E. 55th & Bdwy.	" Lv		↓	↓	↓	5.44	↓
Akron	Ar		7.40	11.40	1.40	6.45	7.15
Ravenna	" Lv		*6.45*	*10.45*	*12.45*	**5.45*	**5.45*
Kent	" Lv		*7.02*	*11.02*	*1.02*	**6.02*	**6.02*
Akron	" Ar		*7.32*	*11.32*	*1.32*	**6.32*	**6.32*
Akron	" Lv	6.20	7.45	11.45	1.48	7.15	7.30
Canton	" Ar	7.10	8.38	12.38	2.38	8.10	8.23
Canton	" Lv	7.20	8.45	12.48	2.48	8.20	8.33
Massillon	" Lv	7.40	9.05	1.08	3.08	8.40	8.53
Navarre	" Lv	7.50	9.15	1.18	3.18	8.50	9.03
Justus	" Lv						
Beach City	" Lv		↓	↓	↓	↓	↓
Strasburg	" Lv	8.04	9.29	1.32	3.32	9.04	9.17
No. Industry	" Lv						
East Sparta	" Lv						
Sandyville	" Lv						
Mineral City	" Lv						
Zoarville	" Lv						
Dover	Ar	8.15	9.40	1.43	3.43	9.15	9.28
Dover	" Lv		9.50		3.53	9.25	
New Philadelphia	" Lv		10.00		4.03	9.35	
Midvale	" Lv		10.10		4.13	9.45	
Uhrichsville	" Lv		10.17		4.20	9.52	
Dennison	" Lv		10.23		4.23	9.55	
Tappan	" Lv		10.40		4.40	10.12	
Cadiz	" Lv		11.02		5.02	10.34	
Georgetown	" Lv		11.14		5.14	10.46	
Harrisville	" Lv		11.21		5.21	10.53	
Bridgeport	" Lv		11.46		5.46	11.18	
Wheeling	**W. Va.** Ar		11.54		5.54	11.26	
			AM		PM	PM	
		WT	WT	WT	WT	WT	
Wheeling	*W. Va.* Lv	*12.00*	*12.30*	*5.15*	*a7.30*	*7.30*	
Mannington	" Ar	*2.25*		*7.45*		*9.55*	
Fairmont	" Ar	*3.00*		*8.15*		*10.30*	
Clarksburg	" Ar	*3.45*		*9.00*		*11.15*	
Grafton	" Ar	*4.00*	↓	*10.15*	↓	*11.15*	
Parkersburg	Ⓘ " Ar		*3.25*		*a1015*		
Charleston	Ⓘ " Ar		*8.50*		*5.00*		
		PM	PM	PM	AM	AM	PM

LEAVE CLEVELAND FOR AKRON

6.10 AM VIA H (EUCLID)
△ 7.30 AM VIA B (WEST SIDE)
8.30 AM VIA H (EUCLID)
10.10 AM VIA H (EUCLID)
△ 11.10 AM VIA B (WEST SIDE)
12.10 PM VIA H (EUCLID)
1.10 PM VIA B (WEST SIDE)
2.10 PM VIA H (EUCLID)
3.10 PM VIA B (WEST SIDE)
4.10 PM VIA N (EUCLID)
△ 5.30 PM VIA B (WEST SIDE)
5.45 PM VIA H (EUCLID)
7.10 PM VIA H (EUCLID)
8.30 PM VIA B (WEST SIDE)
11.00 PM VIA H (EUCLID)
12.00 PM VIA H (EUCLID)

LEAVE CLEVELAND FOR CANTON

6.10 AM VIA H (EUCLID)
△ 7.30 AM VIA B (WEST SIDE)
8.30 AM VIA H (EUCLID)
10.10 AM VIA H (EUCLID)
△ 11.10 AM VIA B (WEST SIDE)
12.10 PM VIA H (EUCLID)
1.10 PM VIA B (WEST SIDE)
2.10 PM VIA H (EUCLID)
3.10 PM VIA B (WEST SIDE)
4.10 PM VIA N (EUCLID)
△ 5.30 PM VIA B (WEST SIDE)
5.45 PM VIA H (EUCLID)
8.30 PM VIA B (WEST SIDE)
11.00 PM VIA H (EUCLID)

GO BY BUS

LEAVE AKRON FOR CANTON

5.20 AM
6.20 AM
7.45 AM
9.00 AM
10.10 AM
11.45 AM
12.45 PM
1.45 PM
2.45 PM
3.45 PM
4.45 PM
5.45 PM
7.15 PM
7.30 PM
10.00 PM
12.20 AM

CLEVELAND—STOW—BRADY LAKE—RAVENNA

TABLE No. 2

EASTBOUND

Cleveland	**Ohio**	AM	AM	AM	PM	PM	PM	PM	PM	PM
Grey. Term., E. 9th & Superior Avenue	Lv	6.10	8.30	10.10	12.10	2.10	3.10	5.45	7.10	11.00
Euclid & E. 105th St.	Lv	6.25	8.45	10.25	12.25	2.25	↓	6.00	7.25	11.15
Stow	Ar	7.23	9.43	11.23	1.23	3.23		6.58	8.23	12.05
Stow	" Lv	8.05	10.05	12.05	2.05	4.05	*5.05	*7.05	10.15	12.10
Kent	" Lv	8.15	10.15	12.15	2.15	4.15	*5.15	*7.15	10.25	12.19
Brady Lake	" Lv	8.23	10.23	12.23	2.23	4.23	*5.23	*7.23	10.33	12.25
Ravenna	" Ar	8.35	10.36	12.35	2.35	4.35	*5.35	*7.35	10.45	12.36
		AM	AM	PM	PM	PM	PM	PM	PM	AM

WESTBOUND

Ravenna	**Ohio** Lv	6.45	*9.45	12.45	2.45	4.45	6.45	8.45	10.45
Brady Lake	" Lv	6.54	*9.54	12.54	2.54	4.54	6.54	8.54	10.54
Kent	" Lv	7.02	*1002	1.02	3.02	5.02	7.02	9.02	11.02
Stow	Ar	7.12	*1012	1.12	3.12	5.12	7.12	9.12	11.12
Stow	" Lv	7.16	10.27	1.27	3.27	5.27	7.27	9.27	12.02
Cleveland	"								
Euclid & E. 107th St.	Ar	8.10	11.25	2.25	4.25	6.25	8.25	10.25	12.50
Grey. Term., E. 9th & Superior Avenue	Ar	8.25	11.40	2.40	4.40	6.40	8.40	10.40	1.05
		AM	AM	PM	PM	PM	PM	PM	AM

A—Via Akron. *—Daily except Sundays and Holidays.

H—Via Hudson. N—Via North
†—Sundays and Holidays only.
⊕—Sundays and Holidays only
△—Via 71st Street and Broadwa

PENN-OHIO COACH LINES ✯

GENERAL OFFICES: Ohio Edison Bldg. YOUNGSTOWN, OHIO Phone 3[illegible]1

AKRON—BARBERTON—WADSWORTH

TABLE No. 10

WESTBOUND

			AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM
Akron	**Ohio**	Lv	.....	*6.00	7.00	*8.00	10.00	12.01	*3.00	4.00	*5.00	6.00	10 30
Barberton	"	Lv	*5.39	*6.27	7.27	*8.27	10.27	12.27	*3.27	4.27	*5.37	6.27	10.57
Sherman	"	Lv	*5.49	*6.36	7.36	*8.36	10.36	12.36	*3.36	4.36	*5.46	6.36	11.06
Western Star	"	Lv	*5.53	*6.40	7.40	*8.40	10.40	12.40	*3.40	4.40	*5.50	6.40	11.10
Wadsworth	"	Ar	*5.58	*6.45	7.45	*8.45	10.45	12.45	*3.45	4.45	*5.55	6.45	11.15
			AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM

EASTBOUND

			AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM
Wadsworth	**Ohio**	Lv	*6.00	*7.00	8.00	*9.00	11.00	1.00	*4.00	5.00	*6.00	7.30	11 .15
Western Star	"	Lv	*6.05	*7.05	8.05	*9.05	11.05	1.05	*4.05	5.05	*6.05	7.35	11 .20
Sherman	"	Lv	*6.09	*7.09	8.09	*9.09	11.09	1.09	*4.09	5.09	*6.09	7.39	11 .24
Barberton	"	Lv	*6.18	*7.18	8.18	*9.18	11.18	1.18	*4.18	5.18	*6.18	7.48	11 .33
Akron	"	Ar	*6.45	*7.45	8.45	*9.45	11.45	1.45	*4.45	5.45	*6.55	8.15	12.00
			AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM

*—Daily except Sundays and Holidays.

AKRON—MASSILLON—NAVARRE

TABLE No. 11

SOUTHBOUND

			AM	AM	AM	AM	PM	PM	PM	PM
Akron	**Ohio**	Lv	6.20	7.45	9.00	11.45	1.45	4.45	7.15	7.30
Greensburg	"	Lv						5.13		
McDonaldsville	"	Lv						5.20		
Barberton	"	Lv			9.20					
Clinton	"	Lv			9.34					
Canal Fulton	"	Lv			9.40					
Massillon	"	Ar	7.40	9.05	10.00	1.08	3.08	5.40	8.40	8.53
Navarre	"	Ar	7.50	9.16	.....	1.18	3.18	5.50	8.50	9.03
			AM	AM	AM	PM	PM	PM	PM	PM

NORTHBOUND

			AM	AM	PM	PM	PM	PM	PM	PM
Navarre	**Ohio**	Lv	9.18	.....	12.24	3.10	4.34	5.50	9.55	10.14
Massillon		Lv	9.31	10.00	12.37	3.23	4.47	6.00	10.08	10.27
Canal Fulton	"	Lv						6.20		
Clinton	"	Lv						6.26		
Barberton	"	Lv						6.40		
McDonaldsville	"	Lv		10.15						
Greensburg	"	Lv		10.22						
Akron	"	Ar	11.03	10.50	12.57	5.03	6.03	7.00	11.40	11.40
			AM	AM	PM	PM	PM	PM	PM	PM

AKRON—STOW—KENT—BRADY LAKE—RAVENNA

TABLE No. 13

EASTBOUND

			AM	AM	AM	AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM
Akron	**Ohio**	Lv	*5.00	5.45	*6.45	7.45	*8.55	9.45	*1045	11.45	*1245	1.45	*2.45	3.45	*4.45	5.45	*6.45	7.45	9.55	11.50			
Cuyahoga Falls	"	Lv	*5.12	5.58	*6.58	7.58	*9.08	9.58	*1058	11.58	*1258	1.58	*2.58	3.58	*4.58	5.58	*6.58	7.58	10.08	12.03			
Stow	"	Lv	*5.18	6.05	*7.05	8.05	*9.15	10.05	*1105	12.05	*1.05	2.05	*3.05	4.05	*5.05	6.05	*7.05	8.05	10.15	12.10			
Kent	"	Lv	*5.28	6.15	*7.15	8.15	*9.25	10.15	*1115	12.15	*1.15	2.15	*3.15	4.15	*5.15	6.15	*7.15	8.15	10.25	12.19			
Brady Lake	"	Lv	*5.35	6.23	*7.23	8.23	*9.33	10.23	*1123	12.23	*1.23	2.23	*3.23	4.23	*5.23	6.23	*7.23	8.23	10.33	12.25			
Ravenna		Ar	*5.45	6.35	*7.35	8.35	*9.45	10.35	*1135	12.35	*1.35	2.35	*3.35	4.35	*5.35	6.35	*7.35	8.35	10.45	12.35			
			AM	AM	AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	AM			

WESTBOUND

			AM	AM	AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	AM
Ravenna	**Ohio**	Lv	*5.45	6.45	*7.45	8.45	*9.45	10.45	*1146	12.45	*1.45	2.45	*3.45	4.45	*5.45	6.45	*7.45	8.45	10.45	12.50	
Brady Lake	"	Lv	*5.54	6.54	*7.54	8.54	*9.54	10.54	*1154	12.54	*1.54	2.54	*3.54	4.54	*5.54	6.54	*7.54	8.54	10.54	1.00	
Kent	"	Lv	*6.02	7.02	*8.02	9.02	*1002	11.02	*1202	1.02	*2.02	3.02	*4.02	5.02	*6.02	7.02	*8.02	9.02	11.02	1.06	
Stow	"	Lv	*6.12	7.12	*8.12	9.12	*1012	11.12	*1212	1.12	*2.12	3.12	*4.12	5.12	*6.12	7.12	*8.12	9.12	11.12	1.15	
Cuyahoga Falls	"	Lv	*6.19	7 19	*8.19	9.19	*1019	11.19	*1219	1.19	*2.19	3.19	*4.19	5.19	*6.19	7.19	*8.19	9.19	11.19	1.22	
Akron	"	Ar	*6.32	7.32	*8.32	9.32	*1032	11.32	*1232	1.32	*2.32	3.32	*4.32	5.32	*6.32	7.32	*8.32	9.32	11.32	1.35	
			AM	AM	AM	AM	AM	AM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	PM	AM	

*—Daily except Sundays and Holidays. †—Sundays and Holidays only.

SAVE 10% BUY ROUND-TRIP TICKETS

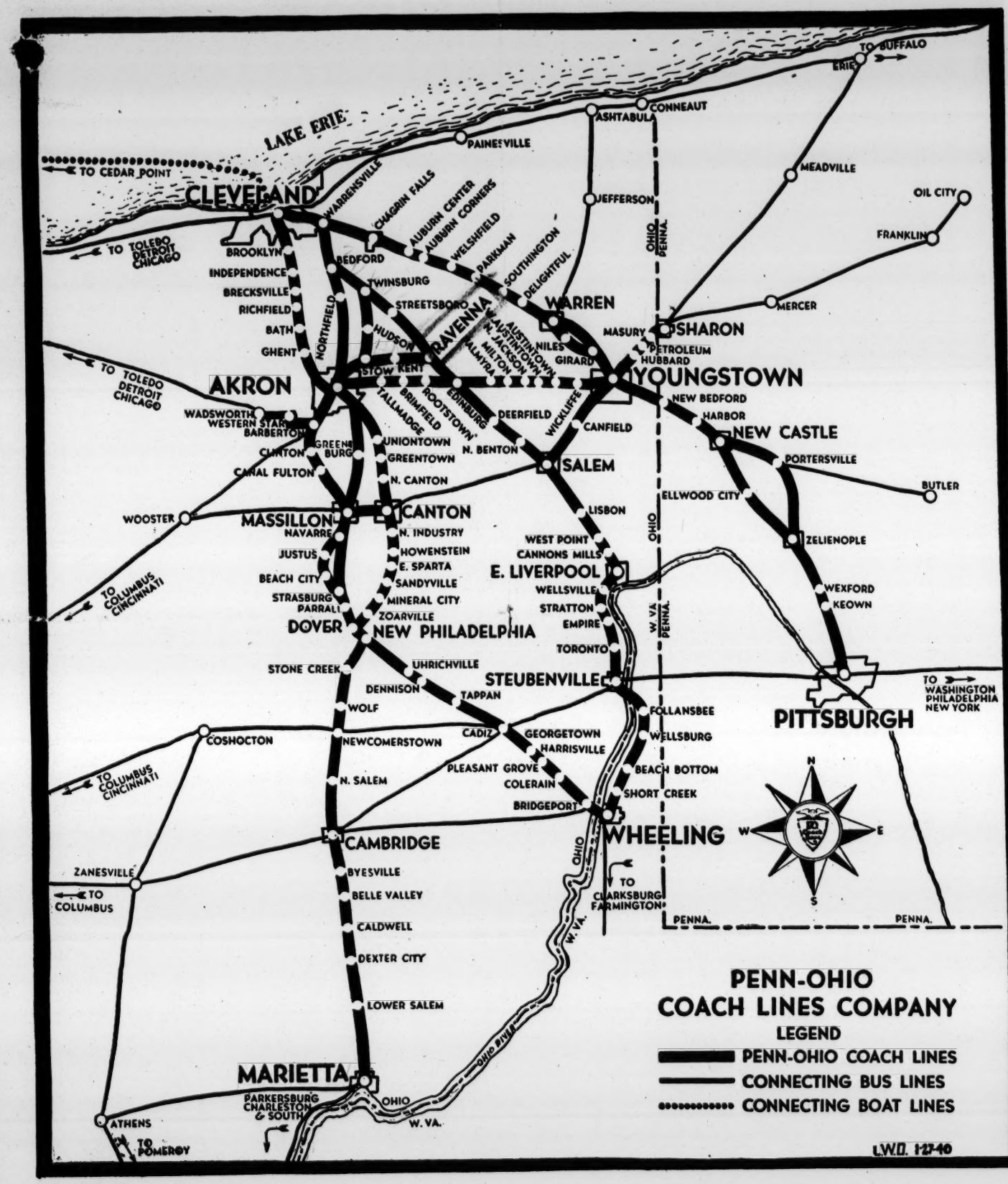
CLEVELAND—RAVENNA

TABLE No. 12

SOUTHBOUND		AM	PM
Cleveland	**Ohio**		
Greyhound Term.	"	7.00	*4.00
E. 9th & Superior	"	7.15	*4.15
E. 105th & Euclid	"	7.28	*4.28
Warrensville	"	7.31	*4.31
North Randall	"	7.39	*4.39
Bedford	"	7.53	*4.53
Twinsburg	"	8.08	*5.08
Streetsboro	"	8.13	*5.13
Twin Lakes	"	8.18	*5.18
Kent	"	8.30	*5.30
Ravenna	"	AM	PM

NORTHBOUND		AM	PM
Ravenna	**Ohio**	8.45	*5.45
Kent	"	8.57	*5.57
Twin Lakes	"	9.02	*6.02
Streetsboro	"	9.07	*6.07
Twinsburg	"	9.22	*6.22
Bedford	"	9.36	*6.36
North Randall	"	9.44	*6.44
Warrensville	"	9.47	*6.47
Cleveland	Grey. Term.	Ar 10.00	*7.00
E. 9th & Superior	"	Ar 10.15	*7.15
Euclid & E. 107th	"	AM	PM

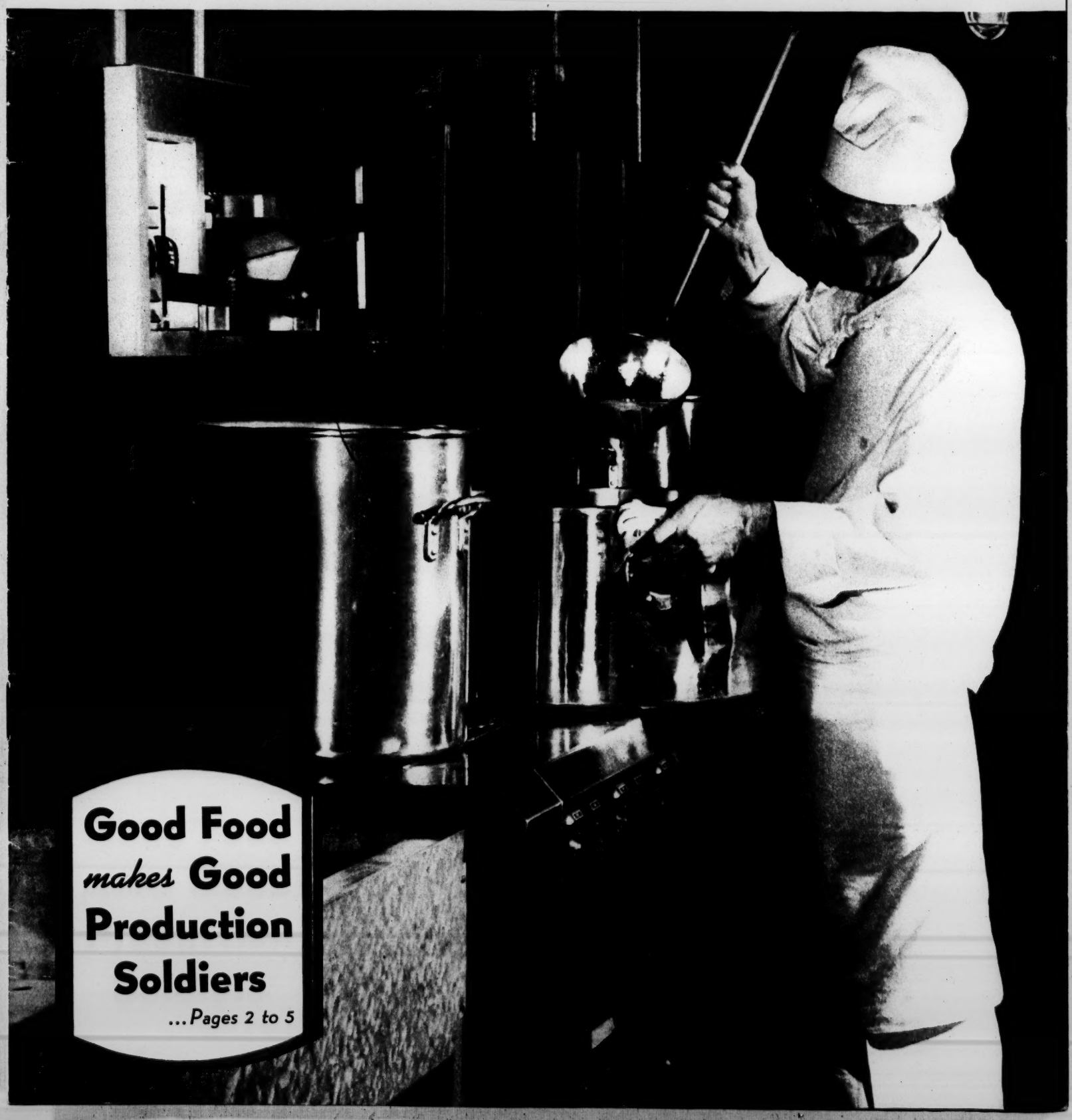
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LAKE ERIE
TO BUFFALO
ERIE
CONNEAUT
ASHTABULA
PAINESVILLE
TO CEDAR POINT
CLEVELAND
WARRENSVILLE
CHAGRIN FALLS
AUBURN CENTER
AUBURN CORNERS
WELSHFIELD
PARKMAN
SOUTHINGTON
DELIGHTFUL
JEFFERSON
OHIO PENNA.
MEADVILLE
OIL CITY
FRANKLIN
TO TOLEDO DETROIT CHICAGO
BROOKLYN
INDEPENDENCE
BRECKSVILLE
RICHFIELD
BATH
GHENT
BEDFORD
TWINSBURG
STREETSBORO
HUDSON
NORTHFIELD
RAVENNA
AUSTINTOWN
N. JACKSON
MILTON
PALMYRA
NILES
GIRARD
WARREN
MASURY
SHARON
PETROLEUM
HUBBARD
MERCER
TO TOLEDO DETROIT CHICAGO
AKRON
STOW
KENT
TALLMADGE
BRIMFIELD
ROOTSTOWN
EDINBURG
DEERFIELD
WICKLIFFE
CANFIELD
YOUNGSTOWN
NEW BEDFORD
HARBOR
NEW CASTLE
WADSWORTH
WESTERN STAR
BARBERTON
CLINTON
GREENSBURG
UNIONTOWN
GREENTOWN
N. BENTON
SALEM
PORTERSVILLE
BUTLER
CANAL FULTON
N. CANTON
ELLWOOD CITY
WOOSTER
MASSILLON
CANTON
LISBON
NAVARRE
N. INDUSTRY
HOWENSTEIN
E. SPARTA
SANDYVILLE
MINERAL CITY
ZOARVILLE
WEST POINT
CANNONS MILLS
E. LIVERPOOL
WELLSVILLE
STRATTON
EMPIRE
TORONTO
ZELIENOPLE
WEXFORD
KEOWN
JUSTUS
BEACH CITY
STRASBURG
PARRALI
TO COLUMBUS CINCINNATI
DOVER
NEW PHILADELPHIA
STONE CREEK
UHRICHVILLE
DENNISON
TAPPAN
STEUBENVILLE
W. VA. PENNA.
TO WASHINGTON PHILADELPHIA NEW YORK
PITTSBURGH
WOLF
FOLLANSBEE
WELLSBURG
COSHOCTON
NEWCOMERSTOWN
CADIZ
GEORGETOWN
HARRISVILLE
PLEASANT GROVE
COLERAIN
BEACH BOTTOM
SHORT CREEK
BRIDGEPORT
N. SALEM
TO COLUMBUS CINCINNATI
CAMBRIDGE
WHEELING
OHIO
ZANESVILLE
TO COLUMBUS
BYESVILLE
BELLE VALLEY
CALDWELL
DEXTER CITY
LOWER SALEM
TO CLARKSBURG FARMINGTON
W. VA.
PENNA.
PENNA.
MARIETTA
PARKERSBURG CHARLESTON & SOUTH
OHIO
W. VA.
OHIO RIVER
ATHENS
TO POMEROY
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PENN-OHIO
COACH LINES COMPANY
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PENN-OHIO COACH LINES
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ROP

RAVENNA ORDNANCE PLANT

Volume 2 — FEBRUARY, 1942 — Number 2



Good Food *makes* Good Production Soldiers

...Pages 2 to 5

Good Food Makes Good Production Soldiers

NEW cafeteria of the Ravenna Ordnance Plant, embracing the "latest" in equipment and accommodations, began operation February 2.

The main dining room, with a seating capacity of 500, will operate daily from 7 a. m. to 7 p. m. Tables are covered with a burn-proof and stainless plastic composition, known as "Formica."

Fluorescent lighting, contained in sunken ceiling troughs, gives the place a daylight appearance both day and night. By actual count, there are 108 double lighting units in this vast room.

A 15-foot soda fountain and a cigar and magazine stand are planned for the dining room. There will be no bar.

Enclosed between three-foot railings, are two counters which are serviced simultaneously.

With the use of a new electric toaster, 720 slices of bread can be toasted in an hour. Interchangeable sections in the steam table make it possible to prepare plates in a chronological order. Steam-heated plate warmers are found under each steam table, as part of the general plan to refrigerate or steam-heat all available counter space. Completing the line are three vacuum cold plates for juices, salads, and milk. In the center of the two lines are refrigerated cabinets for butter, salads, and milk.

Urns Heated by Steam

At the end of the counter are two coffee urns, of eight-gallon capacity, and a 16-gallon water reservoir. These are heated by steam, found through experimentation to be far superior to electric or gas heat.

Supervising an operating force of more than 50 persons, will be Miss Eunice Shirley, cafeteria supervisor, and Mrs. Nell Kennington, kitchen manager.

Going into the kitchen, you are impressed with the modern, streamlined equipment found in the bakery. Having its own ice box, mixer, work tables, and ovens, the bakery is a complete unit in itself. With the exception of bread, all baked goods used in the cafeteria will be made in this bakery.

First impression of the new 60-gallon steam-heated soup kettle is that it is a modern version of a combination dishwasher and dryer. A potato and frosted vegetable unit is found nearby.

Following the departmental plan of design, the kitchen has a special pot washing section, composed of three sinks, a long table for used receptacles, and a like table for cleansed pots and pans.

Dishwashing facilities consist of a long, wide table, large enough to accommodate the dishes of 300 persons, and a special top shelf for glasses. Dishes and glasses are washed separately.

Three ice boxes, measuring 8 feet by 8 feet, are used for meats, vegetables, and prepared vegetables. A 50-pound potato peeler, four Edison Hotpoint stoves, three deep-fat fryers, an electric grill, a large electrically refrigerated sandwich block, a meat slicer, apple peeler and corer, electric egg boilers, waffle irons, electric mixers, and electric heating cups, complete the kitchen equipment.

A covered receiving platform, with





General view of the main dining room of the new cafeteria. Twin counters, which are serviced simultaneously, are shown at right. The room has a seating capacity of 500 persons.

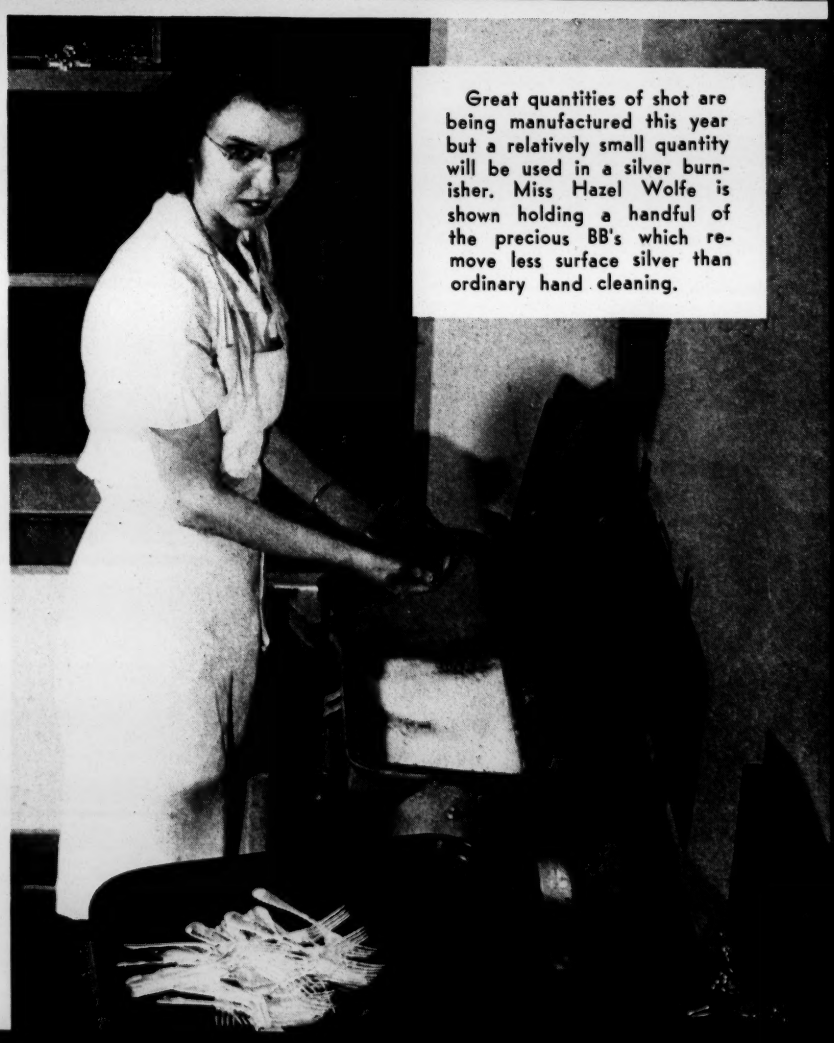
an eight-foot wooden canopy, insures proper delivery to the storeroom. This room contains four large 10 feet by 10 feet ice boxes. One is for frozen foods, one for milk, butter, and eggs, one for vegetables, and one for meats.

Dishes used in the cafeteria are light tan and are of the "nester" type. With this type of dish, it is possible to stack cups or saucers to a height that would make the most vociferous soda jerker squirm with envy.

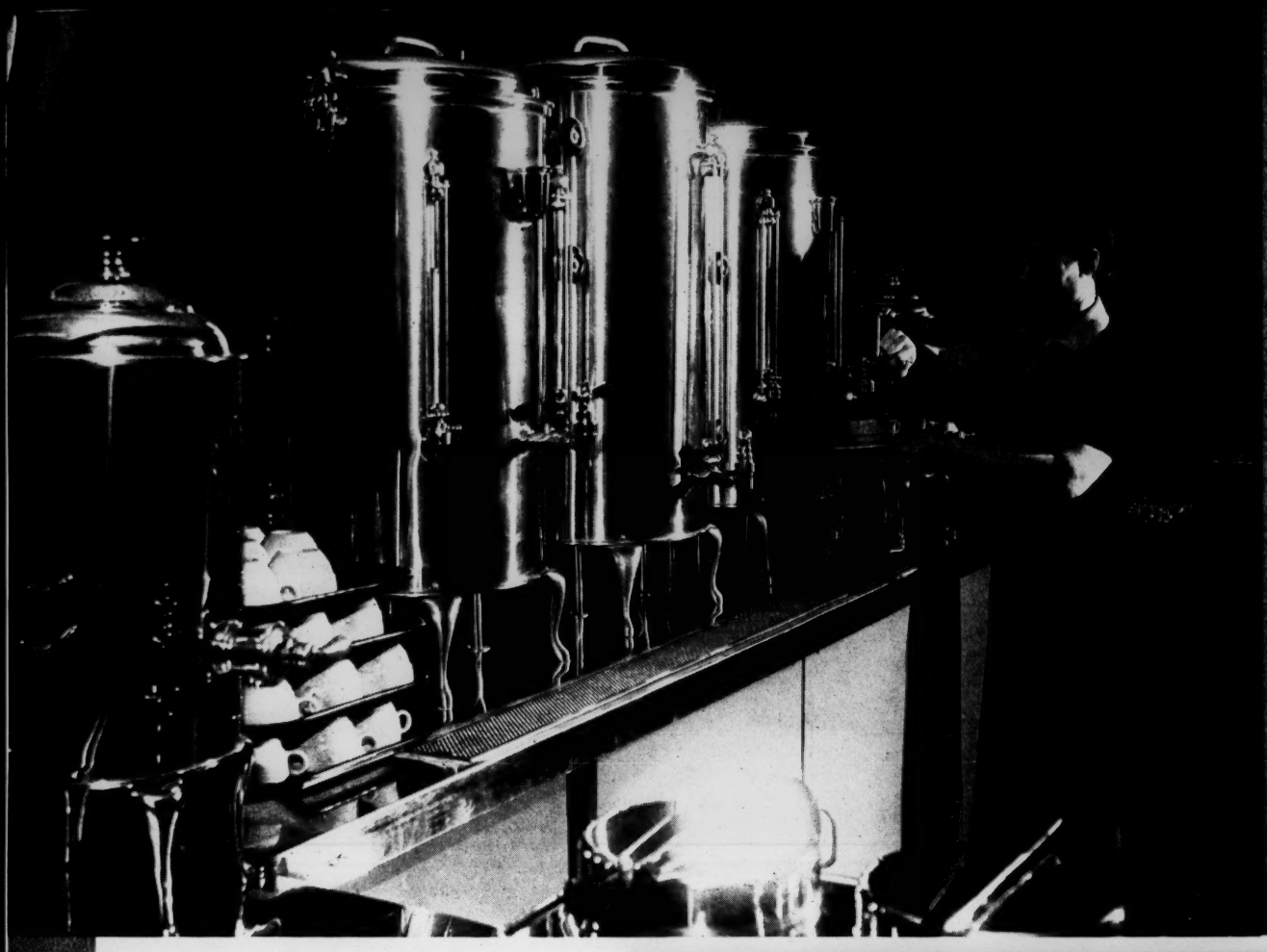
Employees Provided Showers

Employees of the cafeteria are provided individual lockers, in which they may safely keep their clothes while on duty, showers, and antiseptic foot baths. An employee dining room and adjoining sun porch will lighten off-duty hours.

Procedure in preparing a menu runs something like this: The kitchen manager makes out the menu for the day, which is approved by the manager. The heads of the various divisions, such as vegetables, meats, and baked goods, scan the menu for items falling under their supervision. The butcher, for instance, will go to the storage room, get out



Great quantities of shot are being manufactured this year but a relatively small quantity will be used in a silver burnisher. Miss Hazel Wolfe is shown holding a handful of the precious BB's which remove less surface silver than ordinary hand cleaning.



Mrs. Nell [redacted] sington, kitchen manager, is shown drawing a cup of coffee from one of the two eight-gallon coffee urns found at the end of the cafeteria's twin counters.

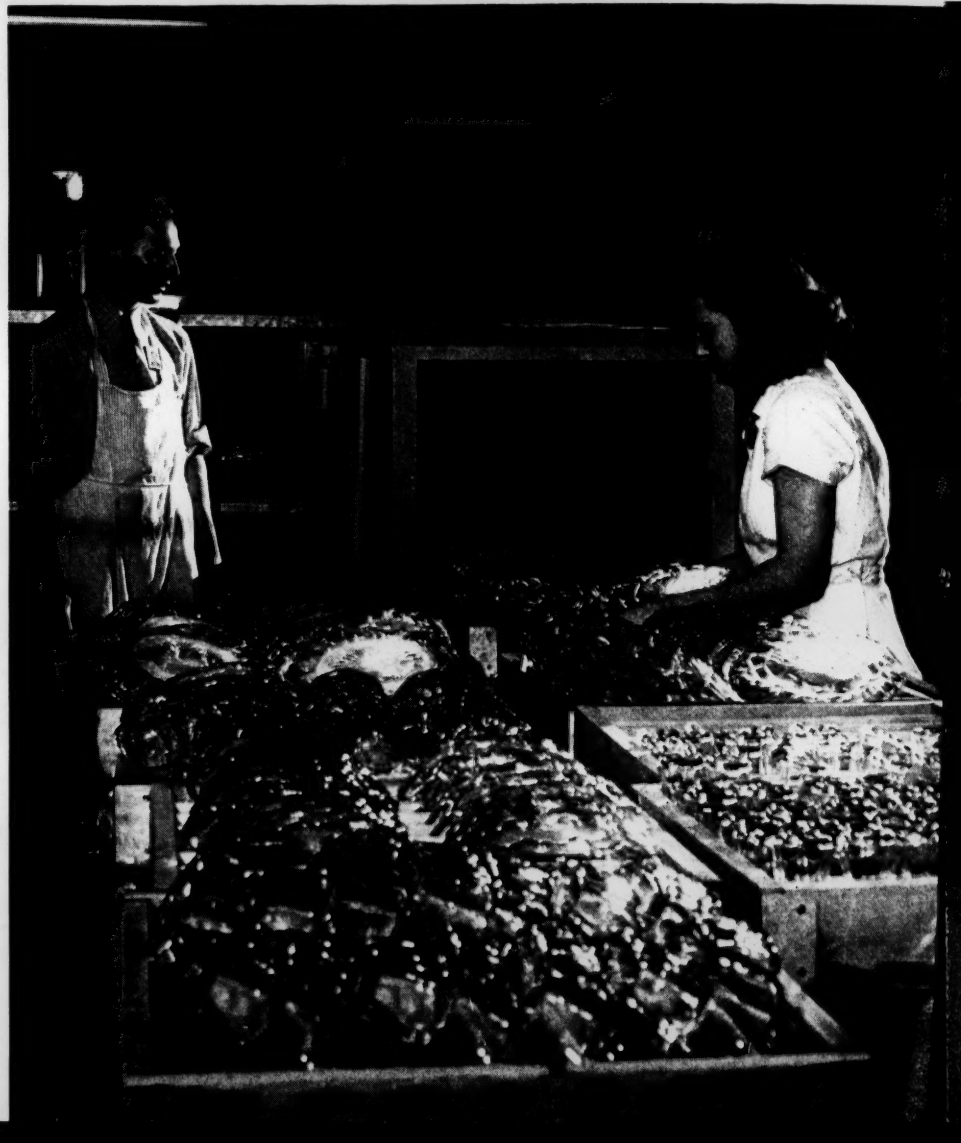
M. Lawrence and Marie Wisbel are kept busy at one of the kitchen's two dishwashers. A smaller machine is used exclusively for washing glasses.

GOOD FOOD MAKES GOOD PRODUCTION SOLDIERS

the meats he wishes, take them to his section where he cuts, rolls, or otherwise prepares them for the cook. He then puts them in one of the three 8 feet by 8 feet ice boxes, preparatory to issuing them to the cook. Heads of the other sections follow the same procedure. The cook cooks them, and you know the rest of the story.

In the construction camp site, under the supervision of the Commissary Division, is another cafeteria which serves more than 4,800 persons per day.

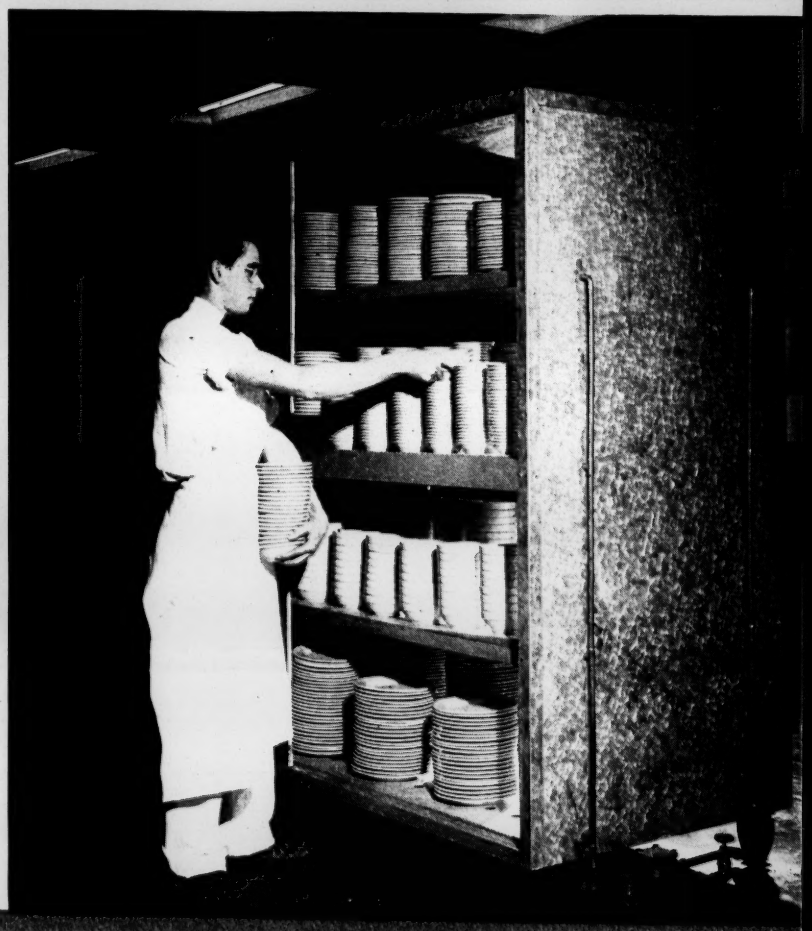
Assisting Manager A. M. Lucha are George Fauerbach, executive assistant manager and purchasing agent, C. F. Kellogg, assistant manager of dormitories, H. L. Huber, front office manager, Harry Pawlowski, night manager, T. Garceau, assistant auditor, Victoria Martin, general cashier, Fred Newcomb, unit supervisor, M. O. Filsinger, kitchen steward, Betty Christ, Alice Riley, and Beatrice Krause, cafeteria supervisors, Harlan Motz, cigar stand manager, William Madlem, chef, Paul Kelley, linen supply clerk, Andrew Fleeman and Oliver Dodson, receiving clerks.



All pastry, with the exception of bread, will be baked in the cafeteria's bakery section. Shown above getting ready for the opening are Betty Gerber, Marie Stefek, Mo. Mary Trissari and Ida Barkey.



Grandpa used it—father remembers it as a small boy, and son Bucky eyes it as a modern invention. Ruby Harris is shown operating the 1942 version of a combination apple peeler and corer.



Dwaine Simpson is shown stacking plates into the steam-heated plate warmer. Under this system, plates are kept warm from the time they are washed until they are used.

ROP

Official publication of the Ravenna Ordnance Plant, Ravenna, Ohio

J. C. Donnal . . . Director of Industrial Relations

Paul A. Ryan . . . Editor
Mrs. Betty Rowley . . . Assistant

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Evelyn Horne . . . Administrative
John Bjorkman . . . Sports
Miss Lois Bowen . . . War Department
Fred Kellogg . . . Commissary
Miss Colette Corrigan . . . Purchasing
Edward R. Sanders . . . Fuze and Booster Lines
Miss Bernice Hunter . . . Transportation
Miss Elizabeth Sherrer . . . Control Laboratory
D. S. Long . . . Planning and Production Control
Mrs. Ethel Besse . . . Medical
Miss Betty Valentine . . . Accounting
Robert Stockdale, Jack Kelley . . . Protection
Dick Loyer . . . Industrial Relations
James O'Lear . . . Load Lines
Miss D. M. Steel . . . Engineering
Frank Lukas . . . Photographer



Patronage—The above cartoon was submitted for use in the "R.O.P." by Wade McCall, an employee of Willard Watson and Associates.

Uncle Sam
U. S. A.

Dear Uncle:

We're coming!

Tell General MacArthur and his American-Filipino Army to dig in just a little harder until we can get some help afloat.

Yes, we've lost Manila, we took a terrific beating at Pearl Harbor, but gosh Uncle, when the Japan Times Advertiser, an English-language Tokyo newspaper, printed that a Japanese landing on the American Continent was "within the realm not alone of possibility, but of probability," well, that was too much!

Things are different now!

The people with whom we associate, natives of Northeastern Ohio, are AMERICANS now—yes sir, good, two-fisted, hard-boiled Americans.

You see, Uncle, this is something the Kimona-clads weren't counting on.

When we became Americans, we lost something. We won't miss it though, cause it was that damnable swelling-in-the-head called "class consciousness."

Mrs. Smith and Mrs. Jones have quit "trying to outdo" each other and now spend two days a week knitting for the Red Cross.

Of course, we FOUND a few other things, but they will probably sound silly to you, after listening to all sorts of selfish, luxuriant, impulsive, impassioned pleas of how to make the rich richer and the poor poorer.

We've found it no disgrace to shed a tear or two when we rise to hear the band play "The Star Spangled Banner" while Old Glory swells in the breeze.

Yes, and we've found that it's a privilege, not to be taken for granted, to walk unmolested down the streets of our town, or to worship our God in the Church of our choice.

We've found, Uncle, that Liberty isn't just a 151 foot statue in New York Harbor. It is, according to Webster, and all good Americans, the "exemption from slavery, bondage, imprisonment, or control of another."

We've found that we have a tremendous job to do. President Roosevelt told us that "American armed forces must be used at any place in all the World." This means that we must produce weapons, ships, planes, and all war material, as quickly as possible. Our Country is the invulnerable arsenal of all Liberty-loving nations!

Yes, we're coming, Uncle. We've found our power and are unleashing it in two directions. We are keeping our Allies supplied with fighting equipment and, at the same time, are building a Blitzkrieg at home that will give the word a superhuman definition.

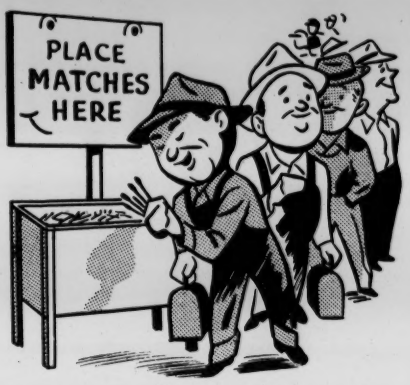
We have accepted the challenge of the Rising Sun and its satellites and solemnly pledge a terrific blackout from the shadow of the American Eagle.

The Yanks are fightin' mad—so hang on to your hat, Uncle —there's gonna be hell to pay!

Your loving nephew,
Joe Atlas.



As the boys went to work
Through the change house line
They threw their matches
In the box by the sign.



There was one little man
Who ignored the rules
He laughed up his sleeve—
Safety laws were for fools.



He went with his matches
Past the melt load bay
And blew up the works
Cause he failed to obey.



They unearthed our hero
Just two miles away
Still holding the matches
That shortened his stay.



So to stay healthy
We humbly implore
Be sure to obey
Safe Practice Rule Four.

The accompanying letter was received by Miss Kathryn Fell, Industrial Relations Department stenographer, from a friend in the United States Navy, now stationed at Pearl Harbor. This is the only type of communication which has been permitted to be sent to the United States since the outbreak of war.

Date December 13-1941

Dear Kate

I am well and send love to (you) (~~wife~~).

I received your letter ~~telegram~~ ~~parcel~~ dated Nov 19-1941

Jimmie
Sign as desired

James Dennis J.D.
Name - Initials

Load Lines

Oh Happy Day! Wedding bells rang out on January 10 at Angola, Ind., for **Clarence Wilkinson** and **Frances Watkins.**

* * *

Today I Am A Man! During the past month, **"Little Robert" Evans** has taken on the duties of time clerk. He is now known as **"Mr." Evans.**

* * *

Double Trouble! "Valentine's Day" will also be "Wedding Day" for **W. Dickinson** and **Nurse Lucille Pond.**

* * *

Even Trade! It's the work gloves in place of the pencil for **Al Williams,** who left the office of Load Line I to work on the big ones on Load Line III.

* * *

Coincidence! **J. Cook** and **F. Rock** working in the office of Load Line II were both married on the same day—October 4, 1941.

* * *

Geniuses Only! Saving wastepaper is a swell idea. Now someone has remarked that for each shell loaded, a bale of paper results which is equal to the weight of the shell. Please check.

* * *

Oh Boy! **Nick Petrone** is celebrating the birth of a bouncing baby boy.

* * *

From 'ere to 'ere! **Tom Gondel,** explosive worker on Load Line III, looks very happy these days—he was married a short time ago.

* * *

There's One In Every Shop! Someone had the right idea during the cold spell last month, when a sign reading "Work or Fight" was changed to read "Work or Freeze."

* * *

P. Sullivan, Joe Vingle, "Tiny" Burketh, Don Rowley, Fred Fawcett, and **Steve Bellan** are new additions to the office force of the Load Lines.

Medical

We wish to welcome to the Medical Department, **Jean Jones,** technician; **Irene Wehner, Katherine Quinn, Helen M. Berk, Ruth Nordine,** nurses; **Ella Lawless, Margaret Schulte,** typists; and **Mary Cope,** keypunch operator.

Personality Projectiles...



Capt. R. W. Lockridge

Area Engineer . . . Born in Montana . . . Graduate of University of Maryland . . . Surveyman, Chief of survey parties, inspector, construction foreman for Pennsylvania highway departments, contractors and Maryland State government . . . Served as officer in Reconnaissance, Finance, Quartermaster, Supply, Mess, Transportation, Property Utilities, Personnel, and Construction departments . . . Married, has five children.

Purchasing

The Purchasing Department has bought some size 13 men's shoes and some size 10 girls' shoes. Cheer up, all you folks who think you have big feet.

* * *

Sammy Reese wants us to buy a couple of teams of mules. We're used to sticking our neck out, but not that far.

* * *

S. F. Brainard has been transferred from **Mr. Frost's** Department, and joined our staff January 26, as a buyer; **Miss Nora Rowe** traveled all the way from New York City to join us.

* * *

Betty Miller will be leaving us in a few weeks. We hate to see you go, Betty.

* * *

All you folks who get hung up at the intersection of routes 5 and 14 (Cotton Corners) each day about 5, take heart. Our Priorities Section is taking a hand in an attempt to help the State Highway Department bring us relief in the shape of a new light.

Engineering

We take this opportunity to welcome to the Plant Engineering Department, **Ruth Ellen Ebaugh, Mary Louise Moore, Sidney Arnold, Donald Vincent, Ed Heinzman, D. W. Shepherd, Art Gibbons, Bill Blair,** and **Dale Fox.**

* * *

Perhaps it's timekeeping which makes a man absent-minded—anyway, the following appeared in the Ravenna paper:

HUNT FOR MISSING ARSENAL WORKER

Sheriff's deputies are attempting to locate **Leonard Wilson,** 22, an Arsenal worker, who is reported to have disappeared Saturday. etc.

Note to **Sheriff Fitzgerald:** Did you try the Zepp Club?

* * *

Bob Merrill reminds us of Mrs. Wiggs of the Cabbage Patch with his ever-growing "family." No one apologizes anymore when falling over chairs, feet, etc. There just "ain't" any room!

* * *

The engagement of **Miss Priscilla White,** daughter of **L. R. White,** Engineering Department, to **W. E. Bayer,** also of the Engineering Department, has been announced.

Control Laboratory

At long last we are in our new building! Our personnel has been enlarged and now includes **John Wood, Warren Davies,** and **J. W. Maxwell,** chemists; **Clarence Yavorsky, Cleston Oborn, A. J. Wellman, Raymond Johnson, L. M. Walker, R. E. Lewis, R. E. Phillips, T. E. Croley** and **R. L. Wiehe,** chemist's helpers.

* * *

That handsome brown fur hat **Dr. Frank Wilcoxon** has been wearing is one he brought home from Russia in 1934.

* * *

Then there was the day the Intelligence Division called the Doctor to move some nitroglycerine from a snowbank—and it turned out to be beer!

* * *

Dr. J. D. Brandner and **J. J. Fedor** have recently had bad sieges of malaria, but both were back in time to help us move into the new Laboratory.



LEFT TO RIGHT, Vic Collings, Atlas Powder Co.; Oscar Grimes, Mel Harder, Clint Brown, of the Cleveland Indians; and Chief G. W. Conelly, head of Protection Department.

Baseball's 'Big Names' Visit Plant

By John Bjorkman

BASEBALL-minded folks at the Ravenna Ordnance Plant witnessed a flying start to a successful baseball campaign for 1942, on Wednesday, January 21, when they viewed the new American League picture, "The Ninth Inning," and met stars of the Cleveland Indians and St. Louis Browns.

There were, however, several disappointed persons at the Plant on Thursday, January 22. These were the persons who failed to attend the meeting and see the picture, supplied through the courtesy of the American League and the Cleveland Baseball Club.

Luke Sewell, former Cleveland Indian, whose home is in Akron, gave the "address" of the evening. However, this "address" should not be confused with addresses given at the average banquet. Luke's talk was packed full of amusing and interesting baseball incidents which he has experienced during his career.

Commenting on the strategy of the Cleveland Indians for the coming campaign, that of taking a lot of chances on the base paths, Sewell quipped, "if I were sure they would do this, I would go back to catching, myself."

Representing the Cleveland Indians were Mel Harder, the old faithful of the Cleveland pitching staff; Oscar Grimes, the Minerva utility infielder, now pegged as a cinch for the first base job; and Clint Brown, Cleveland's ace relief hurler, whose reputation rivals that of "Iron Fireman" Murphy, of the Yanks.

The baseball picture which this year bears the title "The Ninth Inning," is dedicated to Lou "Iron-Horse" Gehrig, baseball's "Most Valuable Player" in 1927, and 1936, and the holder of a score of baseball records. The picture shows the highpoints of the 1941 season and, in slow motion, demonstrates the pitching, batting, and baserunning styles of the outstanding stars of the year.

In a Plant such as ours, where many of us are forced to do a great deal of overtime work, recreation will prove no small factor in helping to do our part to lick the "little yeller feller." RECREATION IS AS NECESSARY FOR OUR PHYSICAL AND MENTAL HEALTH AS EATING, SLEEPING, AND WORKING—AND A LOT CHEAPER.



LUKE SEWELL, manager of the St. Louis Browns, gave the principal address.











LEARN YOUR JOB *The Easy Way*

Time is the vital factor in our National Defense Program. Time is short.

Our enemies laid their plans of attack more than 10 years ago and have since that time governed themselves accordingly. For this reason, and because it's just good business to do so, war conscious American industry has flung itself wholeheartedly into an all-comprehensive training program for employees, in an attempt to equal the large scale production of the enemy.

The Ravenna Ordnance Plant is one of those industries which is taking its training program seriously.

Preparatory to starting the fuze line, all new employees are received by the Training Division immediately after they have been fitted with uniforms and safety shoes.

Employees first are given an induction talk which covers the following phases:

1. Brief sketch of company history.
2. A discussion of their work area and how to get there.
3. What is expected of them on the job.
4. Pay-day.
5. Safety—Safety is discussed in this induction talk, but a more detailed safety program is discussed later in the training process.

Following induction, a moving picture, which demonstrates the assembly of parts with which the group will work, is shown. This gives new employees an all-comprehensive view of the work for which they are to be trained.

Members of the group are then taken to a classroom where they are instructed on the names and functions of each part of the assembly with which they are to work.

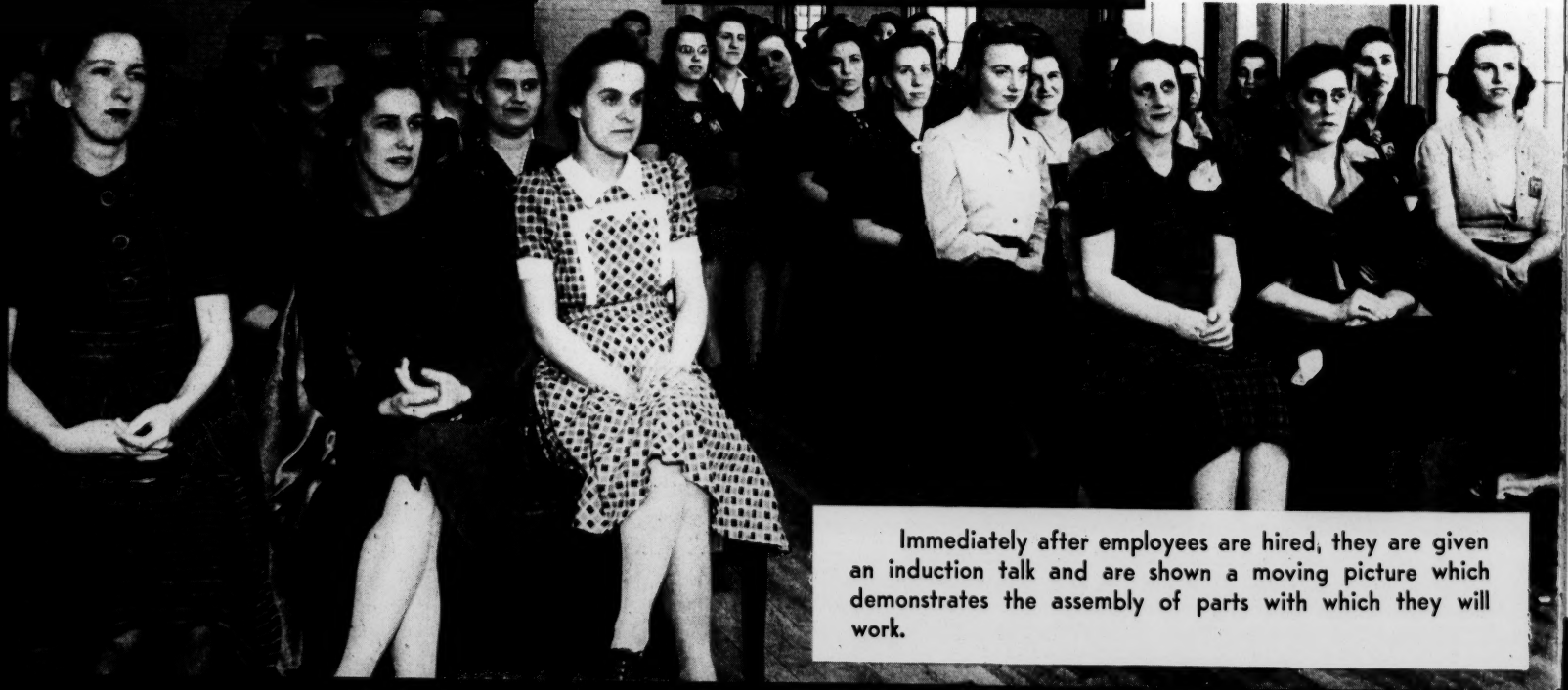
New employees next are taken to the training school where they are given an opportunity to perform their tasks under simulated operating conditions. Sub-assemblies are setup and employees work on each of these so that they may become completely familiar with the unit as a whole.

The moving picture is now shown for the second time, enabling employees to apply what they have learned and to correct or adjust their concept of the work to the ideal procedure provided by the film.

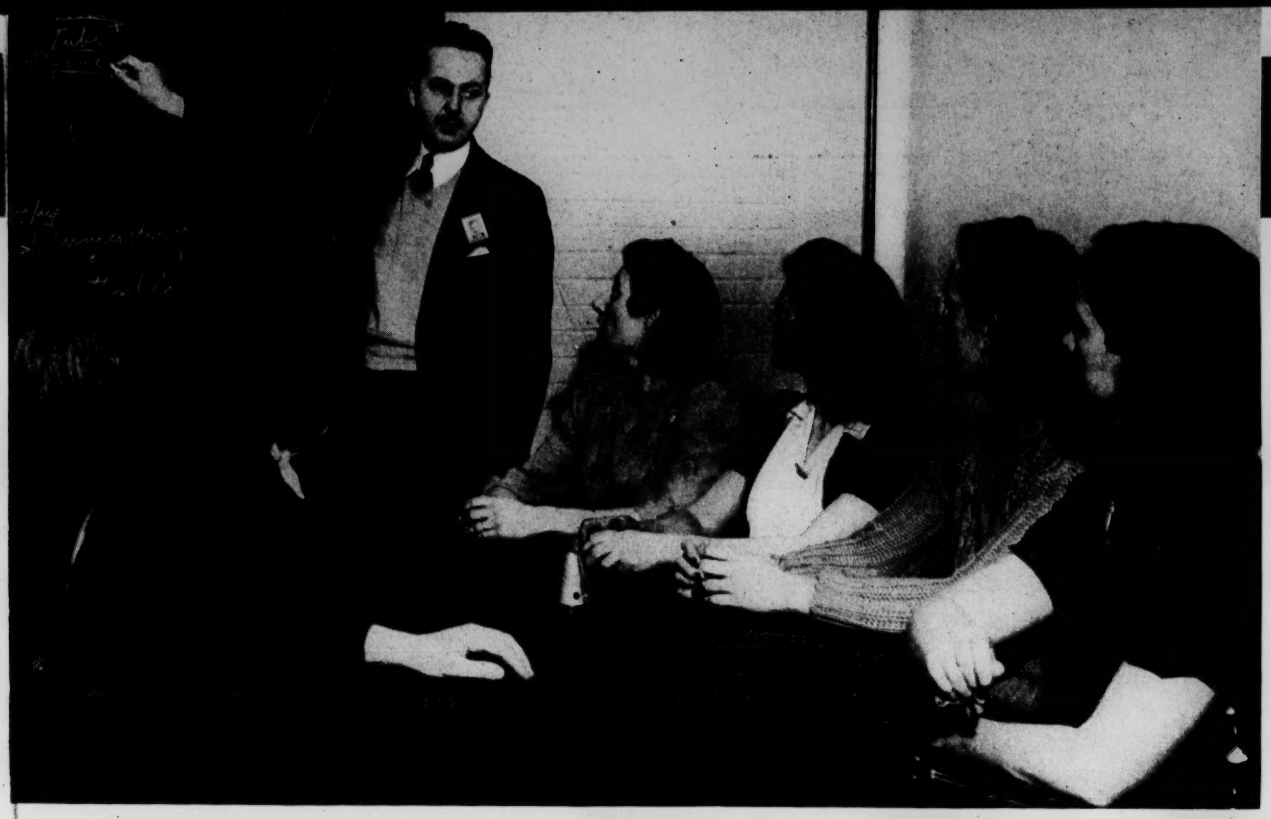
Instructors in the training school are men who

The accompanying pictures, taken at the meeting in which employees of the fuze lines received their instruction, shows the steps in the training procedure.

Instructors for this group ... Russell Shaw, Edward ... Luerich, Robert ... Seddish, and ... F. L. ... Foreman and ... At present ... in the old ... route 5 and the ... Windham road.



Immediately after employees are hired, they are given an induction talk and are shown a moving picture which demonstrates the assembly of parts with which they will work.



Following the induction talk and moving picture, employees receive a blackboard lecture. Edward Sanders is shown instructing employees on the functions of the ogive, defined by Webster as "a pointed arch."

are, or will be, supervisors of the employees. By handling the training program as instructors, they are able to train the operators to do the job as it would be done on the line.

New employees who might be used as inspectors or trainers are also given a special 10-hour course designed by the Office of Production Management, Training Within Industry Division, known as the Job Instructor's Training Course. This course trains the prospective trainers and instructors in the correct way to teach a job.

Since the opening of the Training School, a substantial nucleus of trained personnel has been made available for the starting of operations on the Fuze and Booster Lines. These employees are trained on every sub-assembly, hence are capable of applying themselves to any operation in the Lines. This constitutes a very flexible organization, one that will not be hampered by absences.

Enthusiasm with which the instruction is received may be interpreted as an indication of its value. The desire which the trainees express to get into actual operation and the skill which they acquire during this initial induction into assembly work combine to make the time necessary to reach peak production a matter of weeks rather than months.



Demonstration of assembly follows the blackboard lecture. Vaughn McCloskey is shown above assembling a fuze while members of the class observe.

•

Many persons consider the final step in the employee training program most important. This consists in actually performing the tasks which they will later perform on the lines. Explosives are not used in the training program.





THE War Department wishes to offer sympathy to **Misses Margie** and **Laura Brown** in the loss of their father.

* * *

Miss Mimi Horning, Payroll Division, underwent an appendicitis operation. Monday, February 2, at Robinson Memorial Hospital, Ravenna.

* * *

Mrs. Bea Warner, Fiscal Department, just returned from a three-day visit to Washington, D. C.

* * *

Capt. E. D. Payne, Production Control Division, is reported improved at Station Hospital, Fort Hayes, Columbus.

* * *

Bowling teams composed of the following girls compete each Tuesday evening at Kent: No. 1, **Mary DeSimio, Virginia Hutchison, Lois Bowen, Laura Brown,** and **Grace Bowen;** No. 2, **Henrietta Klebe, Margie Brown, Katherine Moses, Connie Graben,** and **Irene Erdos.**

* * *

Shan Hoover, Inspection Division, is the proud father of a baby girl, **Marsha.**

* * *

Major W. C. Chandler has been appointed Executive Officer for the War Department.

* * *

Lieuts. L. J. Schindler, R. J. Sobert, and **S. A. Raley** of the Depot Area, have been transferred to Delaware Ordnance Depot, New Jersey.

* * *

Official visitors to the Plant during the past two weeks were **Major C. J. Bain** of the Office of the Chief of Ordnance; **Lieut. W. J. Bromley,** also of the Office of the Chief of Ordnance; **Major F. L. Strawn** of the Nebraska Ordnance Plant; **Major K. H. Hall** of the Finance Office, Columbus; **Lieut. H. A. Foresman** of the Finance Office, Columbus; **Major J. D. Hillyer,** formerly of Ravenna Ordnance Plant and now Commanding Officer of the Lake Ontario Ordnance Works; **Lieut. L. B. Hedge** of the Kansas Ordnance Plant.

* * *

Miss Mary DeSimio, of the Inspection Division, celebrated her birthday, February 4. She was showered with telephone calls, cards and birthday messages carolled over the telephone by members of the Inspection Division.

Accounting

New employees of the Accounting Department are **David Evans, Dwight Ringler, Clarence Lasky, Harold Wahnefried, Robert Mishler, Kenneth Fathauer, Elwood King,** Materials Control Division; **Lewis R. Peck,** Cost Division; **Robert Webster, John Jikutz,** Messengers; **Francis Hoover, Daniel Peters,** Teletype Operators; **Kenneth Rhoads,** Building Service Supervisor; **LaVean Taylor, Ellinore Brown,** and **Martha Peck,** Stenographic and File Section.

* * *

Cliff Holt has been transferred from Financial Accounting to Stationery Division.

* * *

Joe Alexander was transferred from Stationery Division to Planning Division.

Fuze and Booster

Mrs. Helen Myers has been transferred from the office at Load Line 1 to **Victor Collings'** office in Building 813.

* * *

Dr. William Taylor has been recently transferred from R.X.L. to the Fuze and Booster Section.

* * *

Vincent Aery is again a proud father—an 8¾ pound boy arrived on February 2.

Industrial Relations

A crowd of 78 members of the Industrial Relations Department enjoyed a President's Birthday Banquet at Twin Lakes Country Club on January 30. The committee in charge was composed of persons whose last names begin with "B", namely, **Baker, Brice, Bronson, Brown, Burke, Burkle,** and **Bush.**

* * *

Miss Sarah Bochert, of the Record Section, who has been seriously ill at Akron City Hospital, is recuperating at her home.

* * *

The Industrial Relations Department welcomes as new employees **Miss Bernice Rydzak,** typist clerk, **W. H. Laughlin,** receptionist, and **Fred Keating,** interviewer.

* * *

Mrs. Catherine Purdy and **Mrs. Rosalyn Dinsmore** have resigned to take up domestic duties.

* * *

Mark "Knobby" Hollingsworth has answered the call to service in the U. S. Army, effective February 9.

* * *

Another change of status occurred on January 31, at 7 p. m., when **Miss Natalie Floersheimer** of the Record Section became the bride of **Stewart E. Fern,** Secretary to the President, Kent State University. Mrs. Fern is continuing her work here.

* * *

The engagement of **Dorothea E. Bronson** to **Sergeant Harry P. Violette,** of the Plant Protection force, has been announced. The marriage is scheduled to take place on March 5.

Perry Shannon is credited with being the "Dan Cupid" in the romance which began quietly over a couple of cokes in Shannon's office.

Upsher Named President

At the first meeting of the Lion Social and Athletic Club, held January 20, the following officers were elected: Archie Upsher, president; Alzer Prize, vice-president; Nolan Brown, treasurer; Fioley Warren, secretary; and Johnnie Ross, financial secretary.

Membership to the club is restricted to Negroes employed at the Ravenna Ordnance Plant.



Here 'n There

with Evelyn Horne

Everyone seems happy about the opening of the new cafeteria, and indeed, they have reason to be. We find, however, that it is difficult to limit a lunch hour to half an hour when the food and atmosphere are so much improved.

* * *

Have you seen the "mat" burns on **Sammy Reese's** forehead? Sammy says he wrestles once a week for the good of his figure. Must be that he needs practice or else his opponent is already in shape.

* * *

If you don't know **Dave** and **Lillian Isaacs,** better get acquainted. They're due to have a housewarming soon, with **Cliff Holt** and **Dan Long** as co-chairmen of the affair.

* * *

Congratulations to **Emily Upham** for the grand job she did on the Red Cross drive. All returns are not in yet, but the last figures show $1712.21. This certainly shows the splendid spirit of the folks at this plant.

Planning and Production

Congratulations to **Betty Hepplewhite** on the announcement of her forthcoming marriage to **Roy Nelson.**

* * *

We wonder what happened to **Herman Guffey's** proposed trip to Niagara Falls?

* * *

D. R. Isaac has rented a farm between Kent and Ravenna and is planning to convert **Mrs. Isaac** into a chicken farmer.

* * *

We wish to extend birthday greetings to the following: **C. H. McCormick, W. A. O'Horo, W. F. Bott, D. J. Clarke, H. L. Jourdain, W. F. Vansuch, Louise Corsino, R. C. Dohme, E. R. Ingram, E. N. Lyons,** and **S. F. Wise.**

Protection

Guards

In the process of building one of the largest and most efficient guard forces in the country, the Protection Department increased its membership 87 men during the past month.

The new men attended school for three days and received instruction in the fundamentals of the work from **Capt. S. R. Lloyd, Lieutenants M. L. Davis, W. H. Salladay, J. Parilla,** and **Patrolman K. W. Vincent.**

* * *

More than 200 couples attended the party given by the first shift on January 30, at the Mahoning Valley Country Club.

Capt. S. R. Lloyd was master of ceremonies. Guests included **Col.** and **Mrs. Lucian B. Moody, Mr.** and **Mrs. W. E. Fletcher,** and **Chief** and **Mrs. G. W. Conelly.**

The affair was planned by **Sergt. H. A. Morine** and **Patrolmen H. H. Whitfield, L. C. Pratt, M. J. Wisler,** and **G. P. Torday.**

The death of **Robert E. Stubbs** on January 23, was mourned by his many friends on the force.

* * *

A Guard Benefit Fund, administered by a committee composed of **Patrolmen T. W. Meyers, H. H. Whitfield, R. Copley,** and **K. W. Vincent,** raised $500 for **Patrolman Stubbs'** widow.

Firemen

The Fire Department which started one year ago with four men, now has a roster of thirty. New employees during January are **P. J. Bonar, D. D. Danner, H. Malin, O. R. Kieselbach, C. G. Koeler, J. L. McCarty, R. J. Lee** and **G. W. May.**

* * *

A fireman, better known as the "Admiral of the Brady Lake Navy" is looking for men to enlist. Anyone who might be interested should contact **Fireman Wayne Post.**

* * *

Fire Inspector Hoover of the Load Lines has been dubbed "Modern Churchill." He is never caught without raincoat, umbrella, or rubbers.



Officers of the new Atlas Social Club are shown looking over receipts of the Red Cross benefit, held Saturday, February 7, at the new commissary. Pictured left to right are Joe Alexander, president; Dorothy Bobst, secretary; Robert France, treasurer; Evelyn Horne, vice-president.

Appointed to committees for the coming year are Carolyn Bush. chairman, E. N. Lyons, A. Mayer, Irene Stanton, Mary Lou Barnett, Membership Committee; S. H. Reese, chairman, Colette Corrigan, J. A. Laughlin, R. B. Buettell, Planning Committee; Robert France, chairman, Betty Valentine, Lillian Davido, Janet Edwards, Betty Beebe, Donald L. Rittersbaugh, Grace Barrick, Dan Long, Martha McFadden, Finance Committee; P. A. Ryan, chairman, P. F. Cipriano, E. Luerich, Irene Kent, and Natalie Fern, Promotion Committee.

Community Building is Dedicated!

DESIGNED to provide recreational facilities for a crowded populace, emanating from the Ravenna Ordnance Plant, the Newton Falls U. S. O. Center was officially opened and dedicated, Sunday, January 18.

Fred R. Dresher, chairman of the Defense Recreation Committee, presided over a two-hour program which featured a varied galaxy of "home-town" talent. Corps took part in a flag presentation and, following a salute to the flag, the audience, led by Edwin Salovara, director of school music, sang two verses of America.

The Invocation was given by the Rev. Mr. F. C. Lake, Pastor of the Christian Church. Mrs. T. L. Siering played a piano medley, and a Ravenna Ordnance Plant nurse, Miss Adelaide Siering, sang.

Mayor Elmo Bailey gave the address of welcome and Rose Ann Hansel presented a reading entitled "Peace."



Presentation of the key to the building was made by Mr. Dresher to Capt. H. D. L. Van Bockern, of the Ordnance Department, to John C. Coady, of the Defense Public Works, to Joseph N. Barnett, Field Recreation Representative of the Federal Security Agency, to Miss Berthe Daniel, of the U. S. O. House, in charge of the building.

A reading by Winifred Elmore and remarks by C. W. Regan, an Atlas worker living in the Trailer Camp, preceded the introduction of distinguished guests.

Joseph N. Barnett introduced Capt. C. W. Meldrum, Lieut. C. A. Low, Lieut. E. C. Barbero and L. E. Bemis, Senior Chief Accountant, Ordnance Department, U. S. Army; J. C. Donnal, Director of Industrial Relations, John H. Farrell, Manager of Housing and Recreation, T. T. Maxwell, Auditor, Atlas Powder Co.; Margaret Blenkner, Traveler's Aid, U. S. O., Frank Badtke, Y. M. C. A., U. S. O., Vonda Brown, Y. W. C. A., U. S. O., who will assist Miss Daniel, Martha Fitzpatrick, N. C. C. S., U. S. O.; R. C. Goodwin, Director of Defense, Health and Welfare Service, Federal Security Agency; J. F. Hickey, Assistant National Treasurer, U. S. O.; E. F. Reinke, Project Manager, Ravenna, F. X. Servaites, Project Manager, Newton Falls, Farm Security Administration; Sam Browne, Defense Housing Manager, Newton Falls, Federal Works Agency; Val Dirodis, Works Projects Administration; Homer Semler, C. I. O.; Chris Miller, A. F. of L.; and Rev. Fr. J. M. Liscinski.


USO

TRANSPORTATION



J. Warren Finch, son of **J. P. Finch,** yardmaster and train dispatcher, was awarded his letter, "C", for outstanding performance on the Cornell football squad. He is a student of engineering at the University, and a member of the class of '44. "Pop" is very much pleased.

* * *

Mike Slatter, train dispatcher, a follower of ice sports, attempted to do some fancy figure writing, but forgot to first get rid of his car. Result: Damaged car.

* * *

General Yardmaster T. P. Deubner has moved to new quarters across the hall from his previous office.

* * *

Mickey Welch, trainman, has christened his new automobile "Load Line 7 —No Smoking Allowed."

* * *

We are all hoping for the speedy recovery of **Yardmaster J. Cera** and **Program Clerk J. Gordon.** Old Man Sickness has been holding a decision over both of these boys for several days.

* * *

Yardmasters L. O. Nicholson and **Ray Riley, Roy Tuttle,** car foreman, **T. Greharne,** conductor, and **M. Lehan,** block station attendant, have returned from sick absences.

* * *

Activity at Transfer Group 8 has increased greatly, necessitating setting up the following men from the "ranks" to leaders of labor gangs used in the unloading and storing of various inert commodities: **B. Gifford, H. Corder, K. Dankovich, A. Ludick, K. McFarland,** and **L. DeUnger.**

G. E. Griggy has been promoted from Railroad Foreman, Load Line I, to General Foreman under **J. J. Keggan, Jr.,** supervisor of tracks and transfer.

H. W. Anderson and **E. Johnston** have been promoted to leaders from laborers.

John (Stinky) Davis was transferred from the Motor Pool to Fuze Line I as an inspector.

J. L. Weaver, formerly of Building 808, has been transferred to the Atlas Garage. He celebrated his birthday on January 27.

* * *

Glenn Curry and **Buryl Slack** of the Atlas Garage will in all probability leave for the U. S. Army very shortly. Both are classified in 1-A.

Two boys from the Truck Pool, **G. Martin** and **J. E. Hoover,** expect to leave for the Army sometime this month.

Paul Mores, Warren, resigned January 26 to enter the U. S. Marine Corps. Paul was given a farewell party by his fellow workers before leaving for the San Diego Marine Base.

Bill Bowers, son of **W. A. Bowers,** Traffic Control, has enlisted in the Air Corps at Columbus.

Floyd Smith, Waldo B. Hunt, and **Glenn L. Waugaman** resigned during January, having been drafted into the U. S. Army.

Steve Samolyk resigned January 16 to enter the U. S. Marine Corps.

* * *

The following new employees are welcomed into the Stations and Materials Division: **Howard H. Shideler,** record clerk, **I. Edwards,** time clerk, **Roy H. Brunner,** material distributor, and **Clarence A. Rosencrans,** timekeeper.

C. A. Brown, former general foreman of the Hunkin-Conkey lumber yard, was employed by the Transportation Department during January.

"Jesse James" reported for work in the Stations and Materials Division on January 12.

* * *

General Foreman George Lantz believes his man, **Johnny (Cracker) Reiss,** could get his yard check in on time if he would take longer steps.

* * *

William Bartlett recently purchased a new home in New Lexington while **L. A. Ciferno** has sold his home at 515 York Avenue, Warren, and purchased a new one at 251 Austin, Warren.

Commissary

Many members of the Commissary division enjoyed a dinner-dance sponsored by the Industrial Relations Department at Twin Lakes Country Club on January 30. Present were **Arthur Carney, Charles Lawson, Oliver Dodson, Mort Bradlyn, Vicki Martin, Mr.** and **Mrs. C. F. Kellogg, Eleanor Bocanelli, John McCloskey, Fred Newcomb, George Fauerbach, Mrs. E. Calvin, Clare Davis, Betty Christ,** and **Joseph Brown.**

* * *

Mr. and **Mrs. Ted Garceau** returned February 2 from their honeymoon in Connecticut.

* * *

We were sorry to lose the services of **George Green** who has returned to his studies at Cornell University.

Edward Bee has replaced George in the Auditor's office.

* * *

We are pleased to welcome **Mrs. Nell Kennington** as kitchen manager and **Miss Beatrice Kraus,** of Cleveland, a supervisor.

Members Await Legion Charter

More than 100 veterans of World War I are anxiously awaiting arrival of a charter which will make them an official American Legion Post.

Much interest has been evidenced in recent weeks toward the endeavor. At an election of temporary officers, held late in December, the following men were elected: Dr. H. S. Wendorf, commander; Thomas Timmons, vice-commander; Edward J. Cleary, treasurer; Elmer Fuller, chaplain; H. R. Rosenberry, adjutant; and Charles Norton, sergeant-at-arms.

Plans are now being formulated for selecting a suitable clubroom, to be located at or near the Plant.

The following committees have been appointed: Housing, P. K. Bruce, J. M. Marquis; Charter, W. F. Swapp, John Lavin; Publicity, H. R. Rosenberry, H. G. Connors; Membership, Tom Timmons; Decorations, Karl Schweitzer; and Emblem, H. L. Gunn.

Printed Bulletin — Social Federation of Portage County. — Ohio

Purpose:

1. To promote welfare of all people of Portage County, including temp. & permanent employees in area of new defense project by:
   a. Coord. existing agencies
   2. Formation of such new agencies as may be needed.
   3. Assisting such agencies in solutions of community problems.
   4. Welcoming these new residents & assisting them to become part of community life.

To include representatives of civic, welfare, health, religious, educational, & recreational organizations & public officers whose duties relate directly to social welfare & other organizations interested in social welfare.

Gov. Body - Assembly consisting of two more repr. appt. designated by groups or agencies comprising the Fed.

2. Exec. Committee. 7 to 10. - Selected personnel not ltd. to representatives in the assembly.

Officers - Pres. Judge Blake C. Crobe. (Ct. of Common Pleas).
V.P. - Dr. P. L. Harris
Sec. - Rent. Dist. -

Following divisions:

Recreation - Rev. Stephen W. Kelker, Director.
Facilities & programs. Ltd.
Women's recreation. - Mrs. W. Morgan Case, Ramona, Okla.; Assn. Women's Clubs., Comm. Recreation.

Housing, Rent Dist, Okla. -
Includes Room Reg. Okla. & a Fair Rent Committee.

American citizenship - Leo Bretz, Okla. -
Welfare - Judge Geo. McClelland, Okla. -
Education - Calvin Rasch, Okla. - (County Supt. of Schools).
Health - Dr. P.L. Harris, Okla. -

Labor Relations — Mr. Alon. Anthony, Chr.

Agric. Relo. — Roger Thomas.

Religion — Rev. C. J. Mayhew,

Government — Melvin Smith — To coord. efforts of city + county govt. units to promote good govt. + assist in social adjustment of Portage County.

Law Enforcement —

Consumer's Division — Mr. C. C. Rockenbergen, — To furnish info. on prices of commodities.

Safety — Louis Troyer, Chr.

Fraternal Organs. — Leon Hartwell, Chr. — "

organized in Feb '41. —

Recreation — Using local amateurs + college faculties.

— Survey being conducted by questionnaire in all factories, schools, churches, groups, etc. — [redacted]

Local recreation committee of 12 mt + [redacted]

Ravenna furnishing funds to augment the program — W. P. A. furnishing training personnel in every field of leisure time activity.

Education - 3 subdivs. -

Child Education — $38,000 allocated to county for added personnel & transportation.

Library & Extension — Bookmobile provided for workers in several recreation, war dorms., & social centers.

Adult Educ. - — both credited & non-credited courses. -

Housing - Private capital being ~~[illegible]~~ stimulated to increase private bldg. -

Homes & Pms. Registrations — Approx. 1325 pms., 30 homes, & 41 apts. have already been registered.

Fair Rent — Objective of forming public opinion upon landlords who charge exorbitant rents.

Health - Sponsored removal of a mushroom growth known as "Shantytowns on Tobacco Rd." Has supported a dist. fed. grant of $150,000 for an addit. to Robinson Memorial Hospital.

Also expect a grant for new trunk line sewer. To date Soc. Fed. instrumental in getting ff. fed. grants.

Addit. to Hospital — $150,000
Bookmobile (fr. Ohio) — 2,000
School Personnel & Transp — 38,000

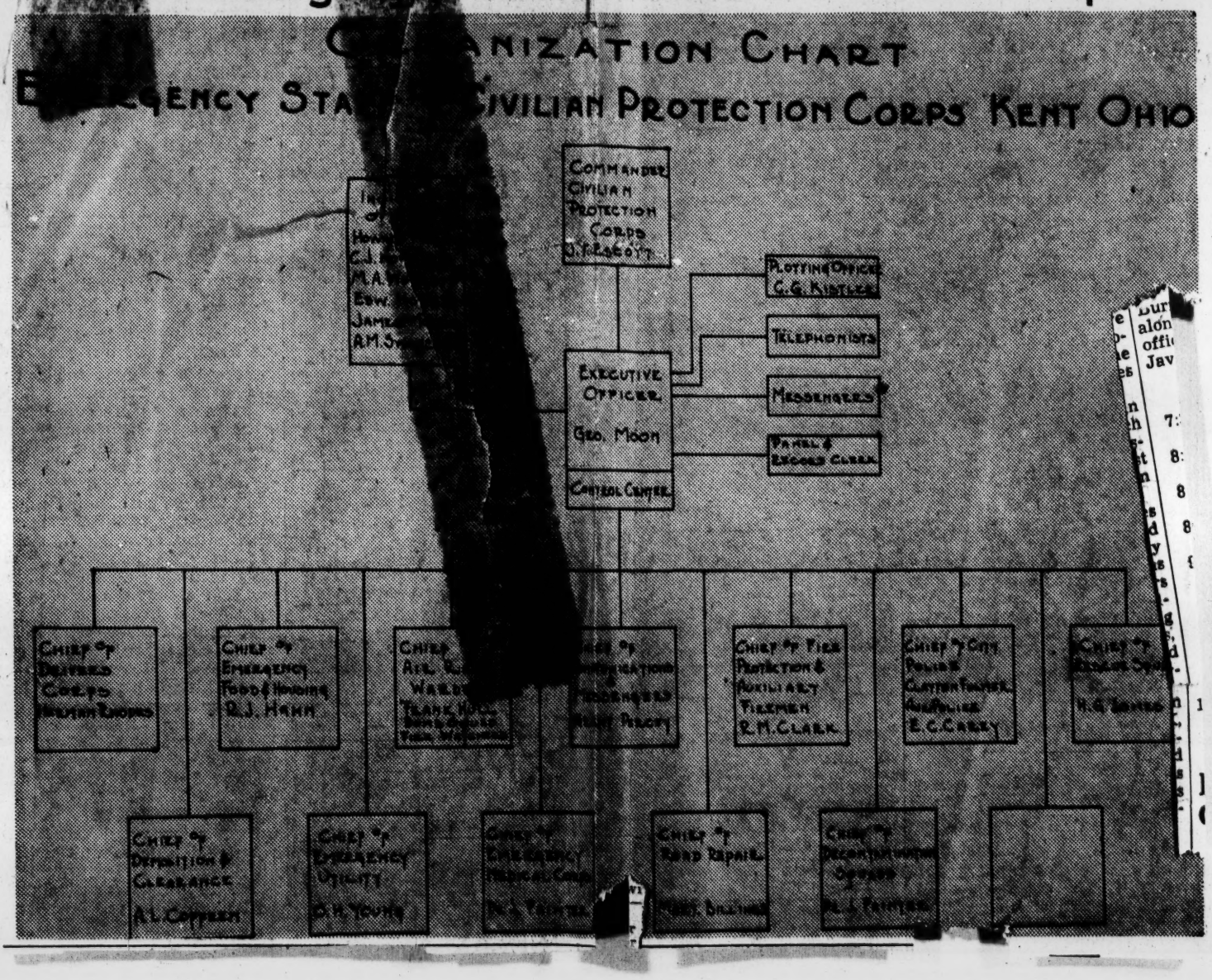
Trunk line sewer (approx. completed) 285,000
2 Dorms. — 510 girls — 500,000.

Review Record

4/2/42

THE EVENING RECORD AND DAILY COURIER-TRIBUNE

Here's Emergency Chart of Civilian Protection Corps



WINDHAM O. K.'D AS HOUSING SITE

Akron Beacon-Journal 4/3/42

RAVENNA, April 3.—Windham has been tentatively approved by federal public housing administration officials as the site for a government housing project of 2,000 demountable type dwelling units for defense workers at the Ravenna ordnance plant, C. S. Moss of Chicago, project coordinator for region 5 of the FPHA, announced to members of the Windham village council at a special meeting Thursday night.

Final approval by Washington officials is subject to further investigation of the area's resources and topography, he announced.

The 2,000 demountable houses will be a part of a 4,050 unit housing program which was recently approved for the ordnance plant area by housing authorities in Washington.

Program Includes Trailers

The remainder of the program provides for 1,150 temporary dormitory units, 500 for single women and 650 for single men; 500 family type expansible trailers and 400 additional permanent family unit homes.

Moss revealed that the dormitories would be constructed within the arsenal reservation and would be a farm security administration project. The trailers, another FSA project, are expected to be located at Newton Falls.

The FPHA is interested only in the proposed Windham project.

Boundary and topographical surveys are now being made at Windham by the F. A. Pease Engineering Co. of Cleveland. Other factors that will be considered by the FPHA before final approval of the Windham site are sewer, water, school, recreational, fire protection and other related facilities.

Meeting Next Week

Moss said that the demountable houses would be single units containing from one to three bedrooms.

He stated that engineers and architects are to meet in Chicago next week to "crystallize" the project.

Meanwhile the village council passed a resolution authorizing a consulting engineer to be hired to survey the village's water, sewage and other sanitary needs. Federal assistance through the federal works agency will be asked for the construction of the necessary projects.

SEWER LINE BIDS RECEIVED

Akron Times-Press Eve. Record 4/2/42.

Sealed bids for the construction of a sanitary sewer line from the sewage disposal plant to the government dormitories at Cotton Corners were opened by the Ravenna city board of control at noo ntoday.

Clerk P. W. Jones of the board of control this afternoon read the bids to other city officials and interested bidders.

The project, estimated at a cost of $60,000 would connect the Cotton Corners dormitories to the city sewage system.

City officials announced today that the state highway department was insisting that the sewer trunk not be constructed on E. Main st., because of the construction of the new route 5 from Linden st. to Cotton Corners. It was learned that Hollinger & Davidson, Akron, the contractor for the route 5 project, objected to having another project going on while the company was building the new road. City officials today were studying a plan to run the new sewer line east on Riddle ave., instead.

What agency is to construct the sewers on the dormitory property to the various dormitory units is also a question confronted by the city.

Chicago headquarters of the Federal Works Agency, through which part of the sewer project's cost is being met, approved the city's plans for the project but since that time has questioned the construction of the connecting sewers.

It was understood under the previous city administration that the sewers on the dormitory property would be installed by the Farm Security Administration, owner of the units.

Mayor Thomas J. Fitzgerald this afternoon said the contract for the sewer line project will not be let immediately.

Robinson

DAYTON

POST WAR STUDY

1944.

COMMENTS ON ITEM #18 DAYTON

SCHEDULE NO.	AGE	M.S.	NO. OF CHILDREN	COMMENT
1	50 & over	Single	-	Rent of property, paying for house.
11	20-24	Single	-	Spends all of salary.
16	45-49	Widow	0	About 2/3 pf money needed to live.
23	50 & over	Single	-	Brother and she put $20.00 in pool each pay check. Owns home. Sends 5 packages overseas each week.
25	18-19	Single	-	Pays $12.14 for life insurance every 3 months. Earns $26.50 week.
29	25-29	Divorced	0	Irregular contributions to parents (probably $200 - $300 a year) Earns $63.00 semi-monthly.
32	45-49	M.P.N.S.	0	Pools earnings with husband. They are buying their home and will have it paid for more quickly by her working.
35	30-34	M.P.N.S.	0	Pools earnings with husband. They are buying their home. Feels they "have more things" by her working. Any way"she has always worked."
36	25-29	Single	-	Pays $60.00 mo. for board, room and laundry.
37	40-44	Single	-	Costs about $75.00 mo. - eats all meals in restaurants.Earns $160 mo.
38	45-49	W. D.	0	Takes all her wages to support herself, pays $5.00 a week for room. Earns $14 week.
40	30-34	M.A.N.S.	4	Mother-in-law heard worker say she'd have to make $41.00 a week in order to meet monthly expenses but she doesn't ever know her hourly rate.
42	25-29	Single	-	Worker and sister have to support family, so this amount is usually more when all monthly bills, upkeep of automobile, etc., are considered.
43	50 & over	Widow	0	Sewing - alterations, fluctuates with business - Easter greater.
44	40-44	Widow	0	Sometimes more. Earns $20.00 week. Shares expenses with others of household.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
45	20-24	M.A.S.	0	Worker tries to save so she and husband "will have something in future" - but was uncertain about exact amount.
47	50 & over	W. D.	0	Pool - sister and worker. Brother-in-law doesn't contribute. Does not include money for buying of the house.
51	20-24	Single	-	Worker sent $200 for house repairs, new roof, to parents in Kentucky.
53	18-19	Single	-	$1.40 month Life insurance.
56	18-19	Single	-	Do not know amount spent on household. Varies as they eat out. Three sisters have light housekeeping
57	20-24	Single	-	Varies when they eat out. Do not know amount spent on household.
58	14-17	Single	-	Varies when they eat out. Do not know what is spent on household.
62	35-39	Divorced	1	3/4 of amount is strictly household expenses, the remainder for other expenses of living and child.
63	40-44	Single	-	Buys groceries and extras in addition including tons of coal. Worker and 2 sisters assume all responsibility for household and pay all bills for large items such as coal, mortgage payments and the like. These bills are exclusive of the regular $7 weekly contribution, and are divided equally, but worker was unable to give accurately, exactly how much they amounted to.
64	35-39	Single	-	The sum of $7 weekly, merely covers usual expenditures of household for food, utilities and general upkeep. All large items such as coal purchase, house painting, are "extra", and divided equally among the 3 sisters. However, this worker earns more than her 2 sisters, and frequently makes some improvements which she pays for herself. For example, she had just purchased 2 doors to separate the dining room from the hall, at her own expense ($53).

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
65	35-39	Single	-	This regular contribution ($7) merely covers weekly expenditures for food and utilities and general upkeep. All large outlays such as purchase of coal, house painting, mortgage payments are extra. Worker did not seem able to compute the extent or cost of these "extras". They are divided equally among the 3 sisters.
69	20-24	Single	-	Gives money to family, no fixed amount. Earns approximately $28 wk.
71	25-29	Single	-	Making alterations on home. Will not take "all" as soon as alterations completed.
72	50 & over	Widow	0	Remodeling and paying for home will not take "all" after this is done.
79	50 & over	Single	-	Worker contributes sum "needed" for household, but has no record of amount. The worker saves much - earns $80 semi-monthly.
83	20-24	Single	-	Worker tires to save $10 weekly. Earns $28 weekly.
84	20-24	Single	-	Worker "trying" to save money, but no particular objective in mind. Saves at least $5 weekly. Earns $34 weekly.
87	20-24	Single	-	$10 a week saved of above amount. ($58.00 semi-monthly).
95	30-34	Single	-	Worker pays $25 semi-monthly on home, she has bought in Kentucky for her future old-age. Meanwhile she permits parents to occupy it.
98	18-19	Single	-	Worker unable to save - "takes everything to make ends meet" - (other than bonds). Earns $52.45 semi-monthly.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
100	25-29	M.P.N.S.	0	Depends upon which she can afford. ($5 or $10 week for child)Earns $32 to $34 week. Child in Corbin, Ky.
105	19	Divorced	0	Expense account $14.98 for food $1.25 for laundry, over $4 rent. Earns $25 to $30 week and expense account.$10.50 week to daughter.
108	50 & over	Single	-	$7 week to Mother for personal expenses.Earns $30 week.
109	30-34	Single	-	Also helps buy clothing, pay dental bills etc. for nephew, about $2.00 week. Earns $22 week.
111	30-34	Divorced	0	Worker saving as much money as possible - but would not reveal amounts. Earns $40 weekly.
116	18-19	M.P. N.S.	0	Saves about $20 monthly for house in future.
118	35-39	M.A.N.S.	1	Worker pays $40 month rental for one furnished room for herself and son. The room has cooking facilities. Food bills amount to at least $12 weekly. Worker pays $22 a month on money load of $200 - $113 still remains to be paid.
119	20-24	Single	-	$5 weekly to Building & Loan Worker makes this deduction herself after payment. Earns $35.07 wk.
120	20-24	Single	-	$5 weekly in Building & Loan Fund. Worker makes this deduction after she receives her wages.Earns $31.92 weekly.
121	20-24	Single	-	$3 weekly saving in Building & Loan made by worker herself after she receives wages. Earns $39.06 weekly.
125	40-44	Widow	0	Room and board taken out of salary $35.00 deducted at Veteran Adm. Facility. Earns $85 month.
129	30-34	M.P.N.S.	0	General upkeep of clothes, personal needs. $25.00 maintenance in addition to $94.00 month (Stillwater Sanitarium - office manager. Buying home.

COMMENTS ON ITEM #18 DAYTON

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
131	50 & over (70)	Widow	0	Alone - can barely live on earnings. Earns $19.50 week. Matron - Fidelity Building.
136	18-19	M.A.S.	0	Worker able to save $15 weekly - for time when husband returns. Hope to be able to buy our home at some future date. Earns $45 wk.
139	20-24	M.A.S.	0	Expense accounts $14.98 food, $1.20 laundry, over $4 rent, weekly. Earns $30 to 35 week, plus expenses From Monroe, Ohio.
141	30-34	M.P.N.S.	1	Worker says its impossible to save. Living expenses absorb her husband's and her own combined incomes. Worker earns $26 weekly.
142	25-29	M.P.N.S.	1	Worker had operation in November for womb displacement. Continued ill health would be her only reason for leaving. Foreman has agreed to have her shifted, if doctor suggests a change to an easier job. Worker and husband together save about $20 monthly. This sum is used to buy extra bonds. Their ambition is to eventually buy a home. Earns $24 wk
143	45-49	M. P. N. S.	0	Pool with husband. Earner receives $60.00 semi-monthly. From Columbus, Ohio.
144	30-34	M.P.N.S.	0	Pool money with husband, use as needed. From Piqua, Ohio. Earns $24 week.
146	30-34	Single	-	$50.00 a month for room and board. From Sootsville, Ky. Earns $80 semi-monthly.
147	25-29	Single	-	Bought refrigerator, linoleum rug and living room rug for family, in last six months. Worker does not pay any board or room. She says she works it out. For example, this Spring she has plowed 55 Acres of ground with a tractor - in addition to working her 50 hours a week.

SCHEDULE NO.	AGE	M.S.	NO. OF CHILDREN	COMMENT
156	30-34	Single	-	$4 weekly Credit Union savings deducted. Worker evasive - says "they all share expenses." The home was very attractively furnished, "better than average" and worker dressed more stylishly, neatly than average worker, so it seems reasonable to suppose that while worker does share and make some contribution, father "as head of house" assumes greater percentage of upkeep expenses.
159	14-17	Single	-	Worker's parents recently bought home in Dayton and every one is contributing to help pay it off. From Cambellsville, Kentucky.
160	20-24	Single	-	Worker's parents recently bought home in Dayton and every member of family is contributing to help pay it off.
164	18-19	Single	-	Gives entire check to Mother. Then mother gives her whatever she needs for her personal expenses. Contribution to household is an estimation. Earns $62.19 semi-monthly. $10 - $15 week to household.
167	30-34	Divorced	3	Banks as she is able to save the money. $42.75 week earnings.
172	40-44	M.P.N.S.	0	Worker's husband refused to elucidate about expenditures. Merely said "takes most everything we make to live." Earns $30 - $40 weekly.

COMMENTS ON ITEM #18 — DAYTON —

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
283	50 & over	Single	-	Brother interviewed. Brother not sure about this, but "thinks" worker contributes "all she makes." $41.50 week.
287	20-24	M.P.S.	0	Pools earnings with husband They pay $15.00 wk. for room and 2 meals a day. Earns $20 plus commission.
288	20-24	Single	-	Sends remainder of money home except what she needs for essentials. Earns $30 week.
291	20-24	Single	-	Does not save any money other than war bonds. Earns $29.45 week.
292	35-39	M.A.N.S.	0	Worker tries to save in addition to bond deduction. Average about $5 weekly or more.
293	40-44	M.P.N.S.	0	Worker just bought house. Is working to help pay expenses in connection with its purchase, repairs, and furniture. Earns $32 weekly.
294	45-49	M.P.N.S.	0	Feels family "has more" because her working. At present, they are remodeling their home.
296	35-39	Single	-	Gross earnings $225.00 mo. In addition to $140.00 mo. to household, has medical bills for mother.
297	20-24	M.P.N.S.	0	Worker spends practically all she makes. Earns $21.00 weekly. From Hazard, Ky.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
303	25-29	Widow	0	Worker can't save because Mother ill with nervous breakdown and requires medical attention.(Earns 54.35 semi-mo.
307	20-24	Single	-	No money left to save after buying coal and furniture.
308	20-24	Single	-	Worker "saves what she doesn't spend," but wouldn't elucidate further - her boy friend was present. This might have made her more reluctant to impart information.
310	20	Single	-	Mother was not sure - merely approximated earnings - $60 semi-mo.
311	20-24	Single	-	Worker able to save "something" - does not spend everything she makes. Earns $30 wk.
312	14-17	Single	-	While worker makes no regular contribution to household, she regularly buys little brick bracks - such as doilies, pillows, dishes etc., for very drab and unattractive home. Earns $18 weekly.
313	20-24	Single	-	Worker unable to save - other than this - bonds.
314	40-44	Single	-	Information from sister as worker did not know how much she made, nor did worker know how much she contributed to household. Estimated $18 wk. earnings, $5 to household.
316	45-49	M. P. N. S.	0	Contributes most to daughter and small grandson.
317	35-39	M. P. N. S.	0	For a 5-day week. Worker sometimes puts in 7-days a week or only 3 days - just whatever she feels like working. Earns $30 week.
319	40-44	M. P. N. S.	0	Worker is trying to save money,so at conclusion of war she and husband can live on accumulated savings and pension.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
321	19	Single	-	All money used in living expenses. Earns $60 semi-monthly.
324	18	Single	-	Using all of money to live. Earns $60. semi-monthly.
325	25-29	Divorced	1	Buys clothes for her son in addition. Earns $28.43 week.
326	35-39	Single	-	Stated salary - $2,000, not including overtime. Mother who was interviewed, does not see pay check.
328	40-44	M.P.N.S.	0	"She don't have to contribute any," to the household. Earns $25 week.
329	14-17	M.P.S.	0	Earns $43 semi-monthly. Worker has saved $100 since August 1943.
334	45-49	M.P.N.S.	0	Earns $17.81 weekly, plus 2 meals daily. (Counter girl)
339	30-34	Single	-	Worker able to save $10 weekly. Earns $68 semi-monthly.
346	35-39	M.P.N.S.	0	Family saving more money than before. Earns $28.80 week.
347	20-24	Single	-	Worker been to hospital 2 times last year. First time covered by hospitalisation, and 2nd time was not covered by hospitalisation, so had to pay all bills amounting to over $250. Therefore, her family require no regular weekly contributions, but encourage worker to save as much as possible.
351	45-49	M.P.N.S.	0	Trying to save money to buy farm, but not having much success. Earns $32.59 weekly.
353	40-44	M.P.N.S.	0	Paid $26.15 week. Made $125 - put $50-60 in household, (3 months).
354	50 & over	Separated	0	Pays $29 mo. rent. Son is home on wk.-ends, which means extra food. She also buys son's clothing. Earns $22 wk.

COMMENTS ON ITEM #18

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
355	30-34	M.P.N.S.	0	Buys the groceries - takes all of her earnings and most of the money she receives as board. Husband carries other expenses. Earns $21 week.
357	20-24	M. P. S.D.	0	Rent room and share landlord's kitchen for which they pay $11.50 wk. Earns $43.70 week.
359	14-17	Single	-	$3 weekly deducted for Credit Union. Earns $25 weekly.
361	18	Single	-	Earns $60 semi-monthly. Takes all of money to live.
362	18-19	Single	-	Saving money for an operation. Earns $32.17.
364	20-24	Single	-	Intends to send mother about $20 monthly after she (worker)"gets settled up here." Earns $29 weekly.
367	18-19	Single	-	This sum includes an average of about $5 weekly in tips. Earns $37 weekly.
368	18-19	M.P.N.S.	0	Worker's earnings are reserved for doctor's bills and other emergencies. Husband has been having throat treatments costing $300, in 6 weeks. Otherwise, they attempt to save worker's salary when no unusual expenses. Earns $20 weekly.
369	35-39	Single	-	Buys groceries and other things from time to time. Mother thinks it would vary between $5 to $10. Earns $38 wk.
370	20-24	Single	-	Applying balance of earnings on debts.
371	40-44	M.P.N.S.	0	Wherever money is needed. Most usually in home payments. Earns $40 semi-monthly.
372	35-39	M.P.N.S.	0	Worker has about $4 left at end of week. Earns $26.40 weekly.
373	18-19	Single	-	Merely estimated by mother. Not certain. Occasionally more ($5 a week)
375	19	Single	-	Has not had complete pay check. Worker receives $ .55 or $.65 per hour depending upon group bonus.
378	14-17	Single	-	Salary plus 3 free meals daily, except on "day-off." Earns $24 weekly.

SCHEDULE NO.	AGE	M, S.	NO. OF CHILDREN	COMMENTS
381	20-24	Single	-	Worker says "she's not able to save much." Costs between $10 and $15 weekly to eat in restaurants. Earns $55.94 semi-monthly.
385	30-34	M.A.S.	0	Has meals in addition to $45 semi-monthly. Mother approximating and is not certain as to accuracy of $45. Worker employed at St.Elizabeth Hospital. $10 to $15 week to home. About half, sometimes more as worker and brother maintain household.
391	25-29	M. A. S.	1	$1.72 life insurance for self and child every 2 weeks. Earns $27 week.
392	18-19	Single	-	Pays $7.50 week room and board. From Monterey, Tenn. Earns $22.37 wk.
397	35-39	Single	-	Worker making payments on annuity - but mother did not know how much. $30 merely for food and general household upkeep. Large expenditures like house painting, coal, repairs, etc. divided in 3rd's between worker, sister and father. Earns $51.96 weekly.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
400	20-24	Single	-	From Vandergrift, Pa. Earns $59.69 semi-monthly. $10 semi-monthly to parents in Pennsylvania.
401	20-24	M. A. S.	0	Earns $20 week. The Aunt was not definite as to amount, but estimated it to be approximately $20 wk. The worker has not received her first pay yet in this job, but this estimate was made on basis of last job.
403	14-17	Single	-	Will try to send mother $5 semi-monthly in the future. Earns $46.70 semi-monthly.
422	18-19	Single	-	Additional things bought for the home. Mother could not estimate amount. Earns $30 week.
423	20-24	Single	-	Additional things bought for house. Could not estimate amount. Is in addition to $6.00 board. Earns $65 semi-monthly.
424	25-29	Single	-	Buys additional things for the home, that is not included in $6 week, household contribution. Cannot estimate this amount. $28 week, earnings.
425	20-25	Single	-	Additional things bought for home. Mother could not estimate amount. Earns $45 to $50 semi-monthly. $6 week contribution to household.
426	20-24	M.A.S.	0	Earns $30 for a 4-day week. Factory is evidently retooling - making changes according to mother, and worker not needed a full week.
428	20-24	Single	-	Helps out when needed. Approximately $5.00. Earns $54.57 semi-monthly.
429	25	M. A. S.	0	Approximately this amount, $5 wk. contribution to household. Earns $25 week.
431	25-29	Single	-	Gross earnings $1440 plus overtime yearly. $14 semi-mo. contributions to household.
435	20-24	Single	-	Saving in credit unit $5 a week in addition. Earns $27 week. $10 wk. to household.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
437	20-24	M. A. S.	1	Receives husband's allotment $80 saving it for after war (a family, etc. Earns $32 week.
439	18-19	M. A. S.	0	Applied money on debts (money she had borrowed to make a trip to visit husband) - in service. Earns $29.61 week.
442	20-24	M.P.W.S.	2	Worker and husband at present making payments of $50 monthly on auto - owe $250 more. Earns $30 week.
443	45-49	Widow	0	$5 weekly credit union deduction. Earns $30 weekly.
450	20-24	Single	-	Worker does not contribute actual money to household, but frequently buys items of furniture, etc. for household. Earns $28 week.
451	20-24	Single	-	This is merely an approximation offered by the landlady of worker. Worker very saving - is engaged to marry Service man. Worker knows exactly how much she possibly can. Wants to have money for home, furniture, when time comes to marry. Worker even makes own clothes. Earns $30 weekly. $4 wk. H.H.
452	25-29	Single	-	Worker "very saving" but landlady had no idea just how much she saved. Even makes her own clothes. Earns $35 week. $4 weekly to household.
453	18-19	Single	-	$125 saved since working in July 1943. Earns $31 weekly. $6 weekly to household.
455	19	Single	-	Earns $68.80 semi-monthly. $34.40 semi-monthly contributed to household and sometimes more if needed.
463	20-24	Single	-	Earns $27.50 week. 5 to 10% saved of amount of home earnings.
468	50 and over	Single	-	Earns $38 weekly. Worker's sister in answer to question 18, said "I'm head of the house. She pays me something every week. It's enough. Never mind what."

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
473	45-49	M.P.N.S.	0	Worker able to save a "little." Earns $31 weekly.
474	18-19	Single	-	Earns $17 weekly. Commissions average $3 to $5 - haven't had any lately to amount to anything, -"may be a dollar a week or so." Therefore, this $17 salary includes a dollar weekly commission which is present average.
479	14-17	Single	-	Uses money to take care of all personal things. $18 week earnings.
480	35-39	Divorced	-	More earnings when on 48 hours. Having to work 40 hours at present. Earns $20 week. $10 week household contributions.
481	25-29	M. A. S.	0	Plus clothes for her little girl, is $10 week home for child. Earns $40 week. From Copeville, Tenn.
483	30-34	M. A. S.	2	$9 credit union deducted. Earns $35 wk. Worker will not be able to continue this as husband has been in service 2 weeks and she will need all of her money to live.
486	50 & over	M.P.N.S.	0	Is helping to buy home - buying bonds with remainder of money. Earns $19.10 week.
487	50 & over	M. P. N. S.	0	Feel's is taking man's job - is buying furnishings for home. Earns $27 week.
490	35-39	M. P. N. S.	0	Pool money with husband, but actually don't use her wages. Put in savings. $19 week earnings.
491	35-39	M. P. N. S.	0	Buys things for house (has all worker wants now). Want to buy house after the war and saving for this. Also takes care of her personal things. Earns $34.22 week.
492	50 & over	Single	-	Gross earnings. Sister was not certain of exact amount. $6 or $7 wk. take home earnings. Worker came to live with sister and brother-in-law several years ago. She earned her keep by helping sister with housework. During the war she has been working in her brother's tailor shop.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
493	40	Divorced	2	Woman hired to take care of children is large item of expense. Earns $30 week. (Small alimony for children).
495	50 & over	M. P. M.S.	0	Family sending 2 daughters to college in Washington. Earns $65.00 semi-mo.
498	35	M. P. M. S.	1	Earns $29 week. Practically all savings, unless needed occasionally in home.
499	19	Single	-	Earns $75.00 semi-monthly. Room and board $7.00.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
503	35-39	M.P.N.S.	0	Pool money with husband. He does not have any idea how much is used for household. Wife pays bills. He stated worker did not need to work and merely helping in war effort. Husband stated that the majority of married women who would keep on working after the war, have wayward husbands, who don't give them any money of their own. Earns $25.00 wk.
504	20-24	M.P.S.	0	Husband is Pvt. 1st class, says "you can see why she puts all her money into household expenses." Earns $54.09 semi-monthly.
505	25-29	M. A. S.	3	$5.00 week for children at nursery one item of expense. Paying debts now, worker hopes it will not take all of her wages in near future. Earns $40 week.
506	30-34	M. A. S.	0	Mother not certain as to exact amount. Estimate of earnings $25.00 to $30.00 week.
507	20-24	Single	-	Pay telephone bill $3.20. Earns $56.20 semi-monthly.
508	40-44	M.P.N.S.	0	Pools money with husband. Really doesn't need to work - just helping during the war. Money is saved for after the war. Earns $25.14 week. Gives $15 month to father.
510	40-44	M.P.N.S.	0	Puts money into remodeling home and buying furniture for home. Husband carries regular household expenses. Earns $50 semi-monthly.
518	50 & over	M.A.N.S.	0	Three free meals daily in addition to salary. Earns $12.00 week.
519	30-34	Single	-	All meals daily included free of charge. Earns $12.00 weekly.
520	25-29	M.A.S.	0	In addition worker receives 2 free meals daily. No tips. Earns $37.50 semi-monthly.
521	18-19	Single	-	Includes about $5 weekly in tips. Earns $24 weekly. From Hazard, Ky.
522	45-49	M.A.N.S.	0	Worker buying house and lot. Able to save at least $40 monthly and sometimes more, towards its purchase.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
525	18-19	Single	-	Worker bought $190 bed-room suite and is paying installments on it. Earns $31.64 weekly.
527	35-39	M.P.W.S.	0	Worker able to save. Buys bonds separately. Worker and husband have purchased $6,400 worth of bonds since Pearl Harbor. Earns $17 weekly.
529	18-19	Single	-	This includes an average of $3 weekly in tips. Hopes to be able to send Mother $10 weekly as soon as she "gets settled up here." Worker receives 3 meals free daily. Earns $20.75 weekly.
535	18-19	Single	-	Attending night schools to improve skill. Has saved $150.00 in addition to paying tuitions Earns $43.70 semi-monthly.
536	18-19	Single	-	Works on piece rate, but is guaranteed 40¢ an hour. Hasn't drawn a full check, so doesn't know earnings.
541	50 & over	Widow	0	Saving toward retirement;earns $35 wk.
544	18-19	Single	-	Keeps out just enough money for lunches and car fare. Puts remainder into household as she has entire responsibility.
545	50 & over	M.P.W.S.	0	Her earnings have helped pay off hospital debts - helped with repairs on property. Ambition is to help pay for home. Husband's health does not allow him to work full time.
548	50 & over	Widow	0	$35.00 earnings semi-monthly. One meal daily free at hospital. Hospital offers room, board and laundry as part of compensation, but worker accepts only 1 meal and lives with daughter, free, in return for caring for children during day.
550	30-34	Widow	1	Worker's mother not sure of exact salary. Thought it was "about $35.00" This is merely an approximation.
554	35-39	Separated(M.A.W.S.)	0	Carries all expenses of home. $67.49 semi-monthly earnings.
553	20-24	M.A.S.	1	Room rent.Buys food for self and child and does cooking separate from rest of family. Earns $17.62 week.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
555	40-44	M.P.N.S.	2	Buying children's clothes and saving money. Saving money toward a home and security in old age. Let's husband take care of current expenses. Earns $30.00 - $35.00 wk.
556	18-19	Single	-	Is saving in addition to bonds. Earns $30 week.
558	35-39	M.P.N.S.	0	Claims no exemption on income. Puts money into buying home. Earns $58.00 semi-monthly.
559	25-29	M.P.N.S.	1	Applying earnings on debts. Earns $33 wk.
561	35-39	Widow	0	Daughters not sure about earnings. Earns $25 - $30 (estimated).
564	30-34	Separated	0	Does not save any money other than bonds. Earns $26 week.
565	30-34	M.P.N.S.	0	$10 week for Credit Union Savings. Working to help support mother and to pay on debts. Husband usually employed, but not working at present. Take home earnings $11.95 week.
566	30-34	M.P.N.S.	0	Husband was ill for sometime, so family is still paying on debts. Earns $18.96 wk.
568	50 & over	M.P.N.S.	0	Pools earnings with husband - then buys whatever she wants. Husband says worker originally started working because doctor recommended it as she was "a nervous type." Since then he has tried to get her to stop as he can support the family. Worker says she doesn't know what she would do with herself if she didn't work.
570	50 & over	Widow	0	Saving toward buying a house and toward old age.
571	30-34	Divorced	1	Earnings $30 wk. Buys clothes for daughter in addition.
576	40-44	M.P.N.S.	0	Saving to buy home. Husband carries most of household expenses. Bought dining room furniture which cost $65.00.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
580	18-19	M.P.S.	0	Husband's pay not sufficient to cover household expenses. Earns $28.00 week. From Courtland, N.Y.
581	18-19	M. P. S.	0	Husband stationed at Wright Field - necessary for them to put all earnings into household - other than war bonds. Earns $23.00 wk. From Olean, N.Y.
583	35-39	Separated(M.A.S.)	0	Saves a little - helping to support mother who is in household. Mother earns some by doing day domestic work. Earnings $45 bi-weekly.
585	50 & over	Widow	0	Estimated profits. Would not say how much she "earned" in a week as she said it varied. Earns $15 week.
586	25-29	Single	-	Approximate earnings. Mother did not know exact amount. Carries all responsibility of household. Earnings $30 week.
590	35-39	Widow	0	"Mamma don't need my help. She married man who makes $100 a month." Earns $17.52 weekly.
591	30-34	M.P.W.S.	0	This money is re-invested to help build money reserves and pay-off business debts. Earnings $50 monthly. Hosiery and Lingerie Shop.
595	20-24	Single	-	Worker able to save in addition to bond deduction.

COMMENTS ON ITEM #18 — DAYTON

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
600	18-19	Single	-	Able to save about half of earnings. $65.90 semi-monthly.
602	20-24	Single	-	Does work of household. Pays for groceries, often the electricity and gas. Difficult to estimate. Earns $36.25 week.
606	25-29	Single	-	Friend was not certain of exact amount, but knew it was not much different from her own. $60 semi-monthly. From Lexington, Ky.
619	40-44	M.P.N.S.	0	Earnings $18.27 week. Saves greater part of it, $10.00 to $15 a week.
622	35-39	Divorced	0	Earnings $26.00 week. Contributes $7 week - often more for support of daughter. Daughter lives with brother.
625	50 & over	Widow	0	Earnings $21.50 week. $5 and $10 saved each week. More often only $5.00. Contributes $10 to $15 each week to household.
627	25-29	M.P.N.S.	0	Pools money with husband; remainder is applied on savings. Earns $25 - $30 week.
628	35-39	Divorced	2	Mother not certain of exact amount, of "take home earnings". Estimated $50 to $55 semi-monthly.
629	35-39	Divorced	0	Saves very little. No definite amount, each week. Earns $35 week.
634	25-29	M. A. S.	0	Worker is able to save about $5 a wk. Earns $29 week. From Eaton, Ohio.
635	20-24	Divorced	0	Does not see pay check Mother stated. Family own home. Estimated gross earnings - 65¢ hour and overtime.
636	40-44	M.P.N.S.	0	Does not contribute anything to current expenses, as husband carries them. She has bought some furniture, says she spends her money for "little things around house" and on herself. Earns $34 week.
638	20-24	M.A.S.	0	Says this is the only money she saves in addition to her allotment money. Earns- $29.46 week. From Gallipolis, Ohio.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
639	35-39	M.P.H.S.	1	Pools earnings with husband. Feels her earnings are increasing family savings. Earnings $27 wk.
640	30-34	M.P.H.S.	1	Did not contribute any to household. She paid between $300 and $400 on own doctor bills - also paid off several small family debts. Earns $35 week.
644	40-44	Widow	0	Worker paying for medical attention at present, costing about $20 weekly for the past 2 months. Earns $33 wk.
645	20-24	Single	-	Worker has had excessive doctor bills Just paid $100 for allergy tests alone. Medicine costs $10 monthly, for 8 years and medical appointments costing $5 weekly for last 10 years or more.
649	20-24	Single	-	Worker unable to save. Is at present paying for medical treatments (shots for goiter condition). This, in additional to costs for medicine for medicines, consumed all money remaining after living costs paid. Earns $61.20 semi-monthly.
657	20-24	Single	-	Family plans to buy house and worker is contributing towards this project. Usually gives mother $5 or $10 semi-monthly towards "house-fund." Earns $53.70.
658	20-24	Single	-	Family plans to buy house. Worker gives mother $5 or $10 semi-monthly towards fund for house they plan to buy. Worker contributed $200 towards purchase of refrigerator, stove, breakfast set, and radio. Earns $53.70 semi-monthly.
659	50 & over	Widow	0	Commissions vary monthly from $5 to $20. At present commissions amount to "practically nothing." Earns $19 wk.
665	14-17	Single	-	Earns $47.52 semi-monthly. $12 monthly to household, $4.19 monthly towards Great Aunt's rental bill. In addition worker gives Great Aunt $15 monthly towards cost of food. Worker eats 2 meals daily with Great Aunt who lives in house next door.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
666	40-44	M.A.N.S.	0	Worker eats 2 meals daily with Aunt next door and pays bills for this, but doesn't "keep track of how much." Worker's daughter pays $20 monthly towards food bill and worker pays whatever more is needed to cover expenses of 2 meals daily for worker, worker's daughter and aunt. Earns $56 semi-monthly.
671	25-29	Divorced	00	Worker's ex-husband sends worker's mother $5 weekly for support of worker's 2 children. Worker spent $60 last month for child's doctor bills. Child is in Kentucky. Earns $53 semi-monthly.
681	40-44	Single	0	"Wages? - That's my secret too" Approximation would be about $33 - $35 weekly.
686	40-44	Divorced	C	Worker tries to save money for future chicken farm after the war. Earns $25 weekly.
695	30-34	M.P.N.S.	2	Husband has but one leg. Is working at present but ordinarily has difficulty finding employment, so worker is main source of support. Earns $34.11 semi-monthly.
698	30-34	M. A. S.	0	Not certain - hasn't received full pay. Knows that she'll have about 33% deducted. Worker helps her mother with housework, so mother does not accept any money from her. Earns $22 week.
699	35-39	M.P.N.S.	0	Husband is handicapped veteran of World War I. Was not able to get a job until this war, when employers relaxed physical requirements Prior to this time, worker was sole support of family.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
700	50 & over	Widow	0	Is able to save a little toward old age. Earns $26 week.
709	40-44	M.P.N.S.	0	Husband's health not too good - feels family "does better" by her working. Pays $4.50 mo. to church Earns $19 week.
710	18-19	M.P.N.S.	0	Buying extra things for household as silverware. Earns $27.50 week.
713	20-24	Single	-	Earns $24 weekly. Three free meals a day at hotel. From Hyden, Ky.
714	45-49	Single	-	$15.00 week to women to care of mother is large item of expense. Earns $72 semi-monthly.
716	30-34	M.P.N.S.	0	Family has higher standard of living by her working. Is also saving some in addition to bonds. Earns $85.00 semi-monthly.
719	40-44	M.P.N.S.	0	Taking "all" now as worker is paying hospital bill. Earns $30 week.
721	40-44	Single	-	No definite amount each week. Buys groceries to bring home, gives Mother money occasionally, etc., estimated between $5 and $10 week.
728	50 & over	M.P.N.S.	0	Earnings help to buy and make repairs to home. Earns $29.24 a week.
736	45-49	Single	-	Worker is able to save about half of her earnings. Earns $60 semi-monthly. From Ashland, Ky.
741	20-24	Single	-	Irregular contributions to household. Using most of earnings to pay bills of recent operation (appendectomy). Earns $25 week.
745	30-34	M.P.N.S.	0	Pays $1 week life insurance. Earns $22 week. From High Point, N. C.
755	50 & over	M.P.N.S.	0	Helping to buy home.
756	35-39	M.P.N.S.	2	Takes a day off every other week to catch up on housework. Has bought furniture since working - saves more money. Can afford more opportunities for children. Earns $33 - $35 week.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
759	35-39	M.P.M.S.	4	Buying home. Earnings will help pay for home more quickly. Earns $25.
760	20-24	M. P. M. S.	0	Buying home - earnings helping to pay for home more quickly. Helping support parents-in-law who seem just like her own parents to her.
761	30-34	M.P. Ex. D.	2	Family has money in the bank - saving toward buying home after war. Earns $36 week.
762	20-24	M.P. M. S.	1	Buying bonds and furniture. Earnings $32 week.
769	20-24	Divorced	2	$50 semi-monthly. Includes $6.00 week for putting children in nursery.
765	30-34	M. P. M. S.	1	Saving to repair home in Kentucky and to educate son. Earns $29.04 wk. From Maysville, Ky.
766	30-34	M. P. M. S.	0	Says her earnings are needed because of high cost of living here in Dayton. She is also saving some to help out when they go back home. She has two children in high school, who are always needing "this and that" and her earnings usually used to take care of their needs. From Paris, Ky.
767	45-49	M. P. M. S.	0	Buying dishes, rugs, etc. for house.
771	30-34	M. P. M. S.	0	$5.00 credit union deducted. Earns $22 to $23 week.
774	35-39	M. P. M. S.	1	Pool with husband. Earns $30 week.
776	35-39	M. P. M. S.	1	$12.50 credit union. Take home earnings $7.85.
781	40-44	Widow	0	Buys all the groceries for the household.
784	25-29	M. A. S.	0	$12 - $15 - Every 2 weeks for food. Worker buys and cooks own food separately. Earns $53.90 semi-mo.
787	40-44	M. P. M. S.	0	Earnings have helped to buy a home. Husband a disabled War Veteran and unable to work. From Miamisburg, Ohio. Earns $120 mo.

COMMENTS ON ITEM #18 DAYTON

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
789	45-49	M.P.W.S.	0	Need earnings to keep household going as husband does not make "very big wages." Earns $29 week. From Spfld. Ohio.
790	20-24	M. P. Ex. D.	0	Helping to get home established. Has not been married very long so is "just setting up housekeeping."
795	18-19	Single	-	Earns $65.95 semi-monthly. This salary includes $9.00 semi-monthly from part-time work at Y.M.C.A. Worker receives 90¢ nightly, or 45¢ an hour.
796	20-24	Single	-	Will contribute to household eventually. Has just started on new job and has several debts, so mother does not charge her anything yet.
798	14-17	Single	-	Has just started working full time. Will contribute later. Earns $22.50 week.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
802	25-29	Divorced	3	$47.50 week. Gross earnings, has 3 dependents.
803	50 & over	M. P.N. S.	0	Husband unable to work, so worker puts all her earnings into current expenses. Earns $40 week.
806	25-29	M.P.N.S.	0	Earns $28 week. Unable to save other than bonds. From Hyden, Ky.
809	20-24	Single	-	Helping to send younger sister to college. Earnings $62.00 semi-monthly.
814	20-24	Single	-	$2.00 monthly on telephone bill, also $5.00 week contribution to household. Earns $26 - $27 week.
824	25-29	Separated	M.A.S.0	Buys own food and prepares meals separately. Earns $21.16 week. $3 household contribution. From High Point, N. C.
825	20-24	Single	-	Shares furnished room with sister - eat meals in restaurant. Earns $34 wk.
826	20-24	Single	-	Earns $63.80 semi-mo. Household contribution $15 wk. Includes room rent and eating meals in restaurant. Shares furnished room with sister.
829	25-29	M.P.N.S.	0	Earns $61.00 semi-monthly. $7 week contribution to household. Room rent only. Sister-in-law does not know how much they spend for food as the two families prepare their meals separately.
830	25-29	M.P.N.S.	0	Earns $47.27 semi-monthly. Was able to save $10 in addition to war bonds. Works to "accumulate something" - earnings have helped to set up housekeeping. From Denora, Pa.
833	20-24	Single	-	Earns $53.00 semi-mo. Uses nearly all income on doctor bills. Has been ill a great deal, so mother does not charge her room and board.
839	30	M.P.N.S.	0	Pools money with husband. Earns $30 to $35 week.
841	40-44	M.P.N.S.	1	Earns $40 semi-monthly. Worker pools money with husband. Daughter thought most of worker's money was saved.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
842	35-39	M.P.N.S.	1	Pool with husband. Earns $24.37 week.
843	35-39	M.P.N.S.	0	Able to save some money in addition to bonds. Earns $40 week.
844	30-34	M.P.N.S.	0	Buying a farm near Georgetown, Ohio. Earns $39 wk.
848	30-34	M.P.S.	0	Worker and husband save $100 monthly approximately, in addition to bond deduction. Earns $67.59. From Somersville, W. Va.
852	20-24	Single	-	Commissions average $15 - $20 weekly. These are included in $35 salary above. Earns $35 weekly.
853	45-49	M.P.N.S.	0	Pools money with husband. Earns $25 week.
855	25-29	M.P.S.	1	$222.00 monthly earnings. Household Expenses: Nurse for baby cost $30 weekly. Furnished apartment costs $16 weekly. Cleaning girl costs $2.25 one morning weekly.
858	35-39	M.P.N.S.	1	Worker's salary is "about what" husband "thinks she gets". Commissions vary, but average about $5 weekly. These figures may be inaccurate, since they are merely approximations - offered by husband. Earns $27 weekly.
861	40-44	M.P.N.S.	3	$15 each week savings in Credit Union. Helps support mother(in household) - earnings helping to pay for home. $6.50 wk. for children's music lessons. Earns $25 week.
864	18-19	Single	-	Worker saves $10 semi-monthly towards beauty culture course in Cleveland. Earns $48 semi-monthly.
865	18-19	Single	-	Mother very antagonistic during daughter's interview. When question asked she interrupted - "It isn't necessary for you to answer that, Gloria" - although implication was that Gloria did make a contribution. Earns $57 semi-monthly.
867	20-24	Divorced	0	Earns $37 weekly. $7 tips weekly average included.

CHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
872	35-39	M. A. S.	0	$9.00 average weekly tips. Earns $35 weekly.
873	30-34	M.P.N.S.	1	Worker earns $27.65 weekly. Worker makes practically no contribution to household. Husband pays all expenses. Worker does pay the laundry bill, because this is an added expense due directly to her employment. If she were home, she would do the washing and ironing at no cost, but since she is not there to do it, feels it's only fair to pay for having it done. Worker also pays telephone bill, telephone being a luxury she insists upon.
876	35-39	M.P.N.S.	0	Helping to buy home. Earns $41 week. From McKee, Ky.
878	30-34	M.P.N.S.	2	$40 - $45 week. Represents profits from store. Worker and husband own store, but worker takes all the responsibility of operation.
879	30-34	M.P.N.S.	0	Has bought new furniture. Didn't have any extra money before, as it took all of husband's earnings to maintain household. Earns $35 week.
896	30-34	M.A.S.	0	Worker's mother not uncooperative. Simply did not know amount of daughter's earnings. Contributes all to household.
897	30-34	Single	-	Regular household contribution $15 weekly. Take home earnings - refused to answer.
898	30-34	Single	-	"White collar girls are not making as much as factory workers." Earns $55.95 semi-monthly.
899	25-29	M.P.N.S.	2	Earns $32 weekly. Contributes all to household. From Frankfort, Indiana. Worker's husband supplied information.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
901	20-24	M. P. N. S.	1	Saving for a house and farm. From Manchester, Ky. Earns $38 wk.
903	30-34	M. A. S.	0	Saves $60 monthly. Worker and husband hope to start own business probably garage after the war. From Indianapolis, Indiana.
904	25-29	M. P. N. S.	3 ✓	Trying to save but it is very difficult. Husband only earns about $35 weekly and worker explained living costs are so high. They "just about get along." Their ambition is to run a successful farm back in Missouri after the war. Worker - a strong healthy woman who looks forward with enthusiasm to working on the future farm with her husband and "make a go of it." From Poplar Bluff, Missouri. $15 weekly earnings.
911	25-29	M. P. N. S.	0	Worker and husband use worker's salary for current living expenses, and use husband's salary for payments on farm property already purchased in part. Earns $55.94 semi-monthly.
912	40-44	M. P. N. S.	2	Banks $50 semi-mo. Earns $64.70 semi-monthly.
916	25-29	M. P. S.	0	$15 saved semi-monthly. Earns $61 semi-mo. From Philadelphia, Pa.
917	25-29	Divorced	0	Worker's mother vague and uncertain. Positive salary did not exceed $35 weekly. Did not know how much worker contributed to household. "She lives with brother-in-law. They get along fine, but don't ask me how they manage the bills." From Buffalo, N.Y.
928	45-49	Widow	3	Two meals and uniforms furnished at hospital. Earns $20 week.
930	30-34	M. P. N. S.	1	Lots of things she can do to help, such as in buying home. Earns $32 wk.
931	35-39	M. P. N. S.	0	Pools with husband. All left over goes to paying for home. Earns $30 wk.
935	20-24	Single	0	Saves a small amount in addition to bonds. Earns $55 semi-monthly.
937	25-29	Single	0	Sister says this is the approximate amount after all deductions are out - $125.00 month.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
952	50 & over	M. P.N.S.	1	Has used money for extra things. Venetian blinds, redecorated home, new furniture, have two children's tonsils removed, dental work for one child. Earns $55 bi-weekly.
956	35-39	M.P.N.S.	2	Saving for children's education and their music lessons. Earns $39 semi-monthly. From Erie, Pa.
959	35-39	Single	-	Saving some in addition to bonds. Earns $62.65 semi-mo.
960	18-19	Single	-	Not saving any money other than bonds. Says it takes all of earnings to live and pay transportation to the field. Earns $57.86 semi-monthly.
963	20-24	Single	-	Not saving - takes all of earnings for living expenses. Earns $59 semi-mo. From Chicago, Ill.
966	20-24	M.P.N.S.	2	$5.00 wk. to sister-in-law for caring for children. Is working primarily to help support mother and brothers and sister in Kentucky. $20 wk. to Mother in Ky. Earns $30 week.
967	40-44	Widow	0	Paying on debts, buying a few more clothes, and having a better living than when working in W. Va. Earns $40 week.
968	25-29	M.P.N.S.	3	Husband has arthritis - has had heavy medical bills. Saves remainder of salary. Earns $78.75 semi-mo. $30 to household - $50 to Nursery Schools for children's care.
973	18-19	Single	-	Saves $10 mo. in addition to bonds. Earns $54.95 semi-monthly.
976	45-49	M.P.N.S.	0	Pools money with husband. Earnings $56 semi-monthly.
978	20-24	Single	-	Worker unable to save any money since working at the field. Expenses were much higher than expected. Earns $50 semi-monthly. From Marion, Ohio.
979	25-29	M. A. S.	0 ✓	$10 semi-monthly deducted for bonds. Worker is not able to save anything but her bonds. Even husband's allotment used now. Was always able to save it before she took present job. Earns $57 semi-monthly.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
979 (continued)				Dissatisfied by necessary expenses that take all her earnings, worker is going to quit. Cannot stand seeing so many people wasting time as they do at the (Patterson) field. The work, mainly expenses are not as were presented to her before coming to Springfield, The cafeteria is very expensive, transportation difficult and nothing to do after work.
981	20-24	Single	-	Worker unable to save any money. Expenses are high. Earns $60 semi-mo.
985	20-24	M.P.N.S.	1	Earnings include commissions of $8 to $15 a month (average of $12 used) Earns $47 week. London, Ky.
988	20-24	M.A.S.	4	$ .75 hour gross earnings. Worker has not received a complete pay check as yet. Worker uses $140 allotment from husband for living expenses. Her wages will be used on clothing for children and herself, and furniture, etc., for the house. Earns (after bond deductions)
990	25-29	Divorced	1	Remainder of wages except for clothing is used to buy furniture for house. Earns $63 semi-mo.
991	30-34	Widow	0	Except for small clothing expense for worker all additional money is used to buy furniture. Savings are those of Credit Union and bonds only. From Montera, Tenn. Earns $30 week.
993	18-19	Single	0	Lunches not included in contributions to household. $15 semi-monthly to household. Earns $56 semi-monthly.
994	40-44	Separated M.A.N.S.	0	Noon meal eaten out. Not included in contributions to household. Earns $59.69 semi-monthly. $15 household semi-monthly.
997	30-34	M. A. S.	2	Has paid off medical bills, Mother's hospital bill and funeral expenses, and furniture bill. Earns $60.40 semi-monthly.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
998	30-34	M.P.N.S.	1	Pooling money with husband - paying on bills. Earns $58.47 semi-monthly.
999	25-29	M.P.N.S.	0	Pools money with husband. Worker has no idea how much of her money is used. Earns $43.50 two weeks.

COMMENTS ON ITEM #18 — DAYTON —

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
1001	35-39	M.P.N.S.	1	Saving for children's education. Earns $31.60 semi-monthly.
1003	35-39	M.P.N.S.	0	Not saving anything, other than bonds. Says she's not accomplishing anything by working. Could save money by staying home. Has difficulty preparing balanced diets and has too many fried foods. Formerly prepared boiled dinners. Earns $62 semi-mo.
1004	30-34	M.P.S.	2	Buying things for family - says couldn't get along on husband's army pay. Pays housekeeper out of her earnings also. Earns $72.69 semi-mo.
1006	20-24	Single	-	No savings other than bonds. Earns $58 semi-mo.
1007	30-34	M.P.N.S.	1	Saving toward buying a home. Earns $57.40 semi-monthly.
1008	25-29	M.P.N.S.	2	Husband not able to work full time. Earns $22.40 week. From Jackson, Miss.
1015	25-29	Single	-	Works in household as share of upkeep. Earns $53.70 semi-mo.
1016	17	Single	-	$10 saved in bank each pay period. Earns $47 semi-monthly.
1021	18-19	M.A.S.	0	Gross earnings ($73.00 semi-mo.) has not had complete pay check. Worker has not been able to send money to her mother for care of child as yet. Will send $10 each pay period as soon as able to do so.
1033	25-29	M.A.S.	-	All of money used in living expenses. Worker is not able to save any, (besides bonds).
1037	50 & over	Widow	0	Gifts of household furniture etc., occasionally are only contributions of worker. Earns $35 week.
1039	20-24	Single	-	$23.48 worker earns weekly, includes $1 daily average in tips. From Hyden, Ky.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENTS
1041	20-24	Single	-	This salary includes compensation from teaching at night school. Teaching yields $2 nightly - 4 nights a week - totaling $8 weekly. Earns $45 weekly.
1047	50 & over	M.P.N.S.	0	Worker and husband trying to save for home in future - averages $20 to $25 monthly. Earns $37 weekly.
1048	18-19	Single	-	"She does her share" but father very vague about exactly how much "that share" amounted to. "She helps out whenever I need it" - but again no idea of exact amount or weekly average Approximation might be about $25 mo. Earns $30 weekly. From Wayne County, Ky
1050	30-34	Widow	0	This includes $9 semi-monthly from worker's part time employment at Y.M.C.A. cafeteria, where she is compensated at rate of 45¢ an hour. Earns $65.95 semi-monthly.
1051	25	M. A. S.	2	Does not include tips which amount to about $20 week. This is used in household expenses and clothes, personal expenses. Earns $16 week.
1053	50 & over	M.P.N.S.	0	Husband's health not too good. Saving toward old age. Pays $5.00 mo. hospitalization and life insurance. From Chillicothe, Ohio. Earns $48.50 semi-monthly.
1063	40-44	M.P.N.S.	1	Earns $32 or $34 semi-monthly. $10 or $15 to household semi-monthly. Remainder of money on clothes for her grandchild and herself.
1064	20-24	Single	-	Earns $51.65 semi-monthly. From Washington, D. C. No bond deduction - will have later.
1065	45-49	Single	-	Worker actually head of the house. Assumes responsibility for all bills, $20 weekly, is sum she gives "stay-at-home sister" with which to market, pay laundry, 'phone bills etc. Then worker pays larger items such as taxes etc., separately. Other sister pays $15 weekly into household. Worker takes this $15 weekly and adds it to her own money and uses it for bill payments. Earns $38 weekly.

DELCO PRODUCTS — COMMENTS ON ITEM #18 — DAYTON —

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
181	30-34	Single	-	Worker unable to save outside of bond deduction, because still making payments on gall bladder operation, performed in 1942 - and also current medical expenses for arthritis.($37 wk.)
182	35-39	Divorced	1	Support self and 10 year old daughter. Takes all earnings for rent on 4 rm.apt. food and clothes for 2. (Earns $31 wk.)
184	30-34	Divorced	-	Share home expenses. New stove,and have bought paint for reconditioning several rooms of home. Can't say what average amount would be.(Earns $38 wk.)
185	35-39	Single	-	This $30 monthly contribution is merely for food a nd general expenses. All unusual and large household expenses like house painting, coal, furniture are divided in 3 - (worker, sister and father) and worker pays 1/3, about $300 yearly.
188	35-39	W.	2	Worker contributes all her salary to household ($37 wk.) and tries to save as much of the amount paid from Social Security (Survivor's insurance paid by Soc. Sec. in behalf of the two children). Worker tries to save this for doctor bills (both girls must have tonsillectomies as soon as possible) and unexpected future contingencies. Worker just returned to work after a month's absence, during which she had an operation
189	35-39	Single	-	Not able to save anything except war bonds Worker and sister have to support household - expenses vary - but this amount isapproximately correct - $22 wk.(Earns $35
190	40-44	Single	-	Buys things for home occasionally. Father sister and worker contribute equally toward household. Two girls buy extra things, as furniture, curtains, etc. This is in addition to the $5 contributed regularly. (Earns $35 week).
194	25-29	Single	-	Food and meals cost worker $12 weekly. Regular medical treatments for Nose and Nerves average $3 weekly. (Earns $37.42)

SCHEDULE NO.	AGE	M.S.	NO. OF CHILDREN	COMMENT
195	50 & over	Widow	0	Worker reticent and vague about household expenditures. Merely insisted "we put everything together and use whatever we need." Judging from conservative appearance of home agent convinced they are able and do save regularly and do not spend entire earnings. Earns $42.30 week.
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199	40-44	Single	-	Worker and sister own and maintain large house. Worker claims expenses consume all her earnings, but can average about $20 monthly saving. Earns $34 weekly.
*197	25-29	M.P.N.S.	0	Even the knowing about impending operation and subsequent employment didn't save any of current earnings besides bond deduction. Earns $38.37 wk.
**198	25-29	M.A.S.	0	Spends remainder of money (besides bonds) for clothes, car expenses, etc. Earns $32 wk.
200	30-34	Single	-	Worker says "she can't save much." Helps out the family when large expenditures arise, like operations, hospital bills, painting the house, mortgage payments, car payments. She said "There were not many of these expenses last year, so I've had a chance to catch up, but for 3 years before last year we had lots of heavy bills." Earns $36 week.
202	30-34	M.P.N.S.	0	Saves about $20 a wk./jointly with husband. Worker and husband bought a lot for house and house is already 2/3 built. Worker's husband and brother are doing building.
204	45-49	Single	-	Worker has ill sister and very heavy medical bills. Impossible to save outside of the regular bond deduction.
209	20-24	M.P.N.S.	0	Worker and husband saving for house and car. Bought new living room furniture. Worker possessed an unusually attractive and well furnished apt. of which she and her husband were obviously proud.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
211	30-34	M.P.N.S.	0	Irregular expenditures on home. Earns $54 week.
214	25-29	M.A.S.	0	Contributes to home by buying things for house in addition to paying board and room. Also gives odd amounts to brothers and sisters for spending money. Earns $36 week.
216	25-29	Single	-	Worker eats in restaurant. This costs about $12 weekly. Rest of money is used for clothes and incidentals and savings. Earns $35 week.
218	20-24	Single	-	Helping parents buy furniture - no definite amount. Earns $30 week.
223	25-29	M.A.S.	0	Worker saving $20 weekly - so she can buy a home when husband returns. She says "a home is my biggest goal."
224	35-39	M.P.N.S.	0	Paying on debts. Husband working regularly now, but he has ill health, hasn't always worked regularly, and never know how much longer he will be able to work.
227	20-24	Single	-	Pays $5 week on doctor bill - will be paid off in three months.
230	45-49	Single	-	Worker assumes responsibility for house. Earns $38 weekly.(Mother, sister and niece)
232	35-39	Widow	0	Since her husband's death, has not gotten herself settled enough to figure out her expenses; is temporarily living with parents and does not contribute except in "little ways."
233	20-24	M.P.S.	0	When working - contributes all to household. Earns $42.00 week.
235	30-34	M.P.N.S.	0	My Saturday work is not regular. I have about $10 or $12 week that I use, (& my husband the same amount) for our necessities, lunches, small purchases, etc. (Earns $52 week (incl. Saturday) ($45 week, without Sat.) Take home earnings $33 wk.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
240	45-49	Single	-	Worker shares expenses of house with sister. Worker and sister own house.
246	30-34 (Sep.)	M.A.S.	0	Two children live in Kentucky with grandmother. Spends $30 mo.childrens cloth ing, incidentals. Earns $40 wk.
247	25-29	Single	-	Worker attempts to save in addition to bond deduction average $5 weekly.
249	35-39	Divorced	0	Worker buys her child's clothes and pays all medical bills, while divorced husband pays for child's board and room at his mother's. $8 weekly for daughter's clothes. Earns $30 week.
250	35-39	M.A.S.	0	Own home a nd spend own money on it as choose to. Now that husband in service, use most of own money for current home and perecnal expenses Husband only away 5 wks. at Great Lakes, home on furlough,until next Tuesday, (5/2/44).
251	30-34	M.A.S.	0	$10 wk. room rent, $15 wk. board, $2.50 - $3 wk. dry cleaning.Earns $38
253	20-24	Single	-	Gives Mother whole check and Mother gives her whatever she needs for own personal expenses, so the amount contributed to household is an estimation. Take home earnings $30 to $35 week.
255	20-24	M.A.S.	0	Saves husband's allotment toward a home. Buys no clothes, luxuries, etc. whatsoever.
256	20-24	Single	-	Worker able to save $6 weekly in addition to bond deduction. Earns wk. $36.46.
258	30-34	M.P.N.S.	1	Pools earnings with husband. They have finished, paying for their home since she has been working, doing it in much less time than they would have if she hadn't worked.

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
259	20-24	M.A.S.	0	$8 week room, $15 wk. board, $2.56 mo. for self and husband's life insurance. Does not save any money other than bonds. Usually has to spend part of her allotment each month. Earns $38 week.
261	20-24	Single	-	Worker regularly contributes for payments on mortgage on home.
263	35-39	M.P.H.S.	0	Pool earnings with husband, built own home, use over half of own money regularly. Earns $36 week.
268	20-24	M.P.H.S.	0	Worker and husband are paying off mortgage on their home.
269	50 & over	Single	-	Worker is "head of house". Pays all bills including weekly doctor bill for sister who suffers from arthritis.
271	20-24	Sep.M.A.H.S.	0	Room rent only. Eats meals in restaurant. $20 week to mother for care of son. Worker spends nearly every week end there.
274	20-24	Single	-	Gives mother her check to get it cashed and mother uses as much of it as needed. She and sister buy things for house, special heater, set of living room furniture, etc.
277	25-29	M. A. S.	2	For self and 2 children.

SCHEDULE NO.	ITEM 12-a. MISCELLANEOUS REASONS FOR STOPPING WORK.
175	When war job ends. Only 5 girls in department with men now. Armature winder. Stator winder.
183	When husband returns from service.
197	When husband returns from service.
198	When husband returns from service.
206	Leaving in 2 weeks to go to husband's farm and help run it.
211	When war job ends.
212	Of own desire when fewer workers are needed.
218	Expects to be married.
226	When war job ends. From Clayton, Ohio.
227	Get married.
233	Does not expect to return to work after baby comes.
235	Of own desire, when fewer workers are needed.
251	When husband returns from service.
255	Husband overseas and when he comes back from war, they will buy a home and she will be a housewife.
258	Doesn't know. Depends whether needed in factory and on financial status of family.
259	When husband returns from service.
268	When war job ends. Worker and husband are paying off mortgage on their home. From Phoneton, Ohio.
277	When husband returns from service.

Schedule No.

COMMENTS OF WORKERS DAYTON

1. Extension certificate for teaching piano - summers has been piano teacher, for many years. During depression on WPA to learn typing. Worker from Evanston, Ill.

8. Worker would like to get away from shorthand. Owns home. Rents to a couple living here, $6.50 week.

12. Worked as ticket seller at movie 5 nights a week from 6-12 p.m. last 2 years of high school. At present Assistant Manager, Chain Store, Equity Dairy Stores. No deductions for bonds or insurance, only Social Security & Income Tax.

23. Teacher of Dramatic Art - Roosevelt High School. Junior Class play lately means extra hours. Commencement speakers, etc. Taught in college in Kentucky for 9 yrs. Seven years of dramatic school, 5 summers of university work. Loves teaching. Will continue until retiring, when her health fails.

27. Assistant Treasurer of Dayton Wheel Company. Time is her own. Comes and goes as she desires. May go West after war. Husband not well, will not work if they do. Husband's salary is in bonds every month. Worker earns $40.90 week.

28. Worker formerly at Frigidaire (General Motors) received back pay while there which pay was granted by WLB as result of survey made by Women's Bureau representative. Worker left Frigidaire because of nervous breakdown, caused by overwork. Receives 3 meals a day on job - Domes Cafe.

33. Power machine operator - Aircraft. Will not make a change, providing present job continues. If not, will go to small farm near Jackson, Ohio.

45. Worker likes job very much and would like to continue for some time even after husband returns from Service. Stenographer at Mutual Home Savings.

50. From 1920 - 1935 (fall) was not working. Senior Assistant, Dayton Public Library. Returned to work in 1935 because husband was ill. Working still because money is helpful in home, as husband does not make as much as before. Son-in-law sends allotment for daughter's share. Worker earns $125 monthly.

54. Advertising Manager - Capital Furniture Company. Summer school at Columbia in English, took qualifying exam. for extra work in advertising. Hours vary with work on hand. $18.00 week to household. Would not consider giving information - as to salary - emphatic.

61. Attended Deaf School. Information given by her sister, in her presence. Worker and husband are both deaf. Power Machine Operator - Dayton Dress Company. Earns $30 week.

62. Worker is Drill Press Operator, Master Electric. Worked 8 of a 10 hr. shift. Refused to work longer hours, although other workers were all on, 10 hour shift. The work was too hard and she became ill. Has regained her weight and expects to return soon.

66. Worker solders and test armatures - Master Electric. Desires dietitian's work. Must return to school for a time for training. From Middlesboro, Ky.

68. Press helper - McCall's Pattern Magazine. Will leave with family - father desires to return to farm, altho may be married - boy friend in Pacific now.

69. Press Helper - McCall's Patterns & Magasine. The worker's father desires to return to farm, will go with family. From Berea, Ky.

70. Venturi - National Cash Register. Has 2 girl roomers @ $6.50 week each. Helping at Chatterbox restaurant. Will work full time there. 3 Saturdays a month, occasionally Sundays, over 50 hours.

72. Husband died shortly before - rooming house care was her work until present job. Paying for home. Worker has bench work at National Cash Register.

75. Husband died year ago. Worker cashier - Elder & Johnson's. Uses money mostly for personal things. Daughters support her actually, yet she feels she is doing her part. Owns farm but returns are put back in farm at present time.

77. Second grade teacher (sub-teacher) Ruskin Grade School. Retired teacher back in October 1942, because needed. Substituting as teacher. Attended Teacher's Normal College 2 years. Paid at $7.00 a day (taught) deducted. Has five roomers @ $3.50 a week, pension $46.77 month.

80. Worker is inspector at National Cash Register. Worker does not wish to be considered "gainfully employed" yet has been forced to work since husband's death, and will be forced to work in future, to support herself. 15% in bonds regularly, and worker has goal of buying $100 bond during every drive. Worker insisted on needed for future work, caused by husband's death.

85. Sewing - Pantorium (Dry Cleaners). Hours - one Monday a month at 8.00 a.m. instead of 7.00 a.m. Separated - legal. Son supported her at time of Pearl Harbor, until he went into army. Does not get time and a half for overtime.

89. Hydraulic guns - Leland Electric. Hours - sometimes Sunday - never knows. Uses money for personal matters - her clothes and childrens clothes. Goes to bed after children leave for school and up when they come home. Worker returns as husband goes to work. Worker has two children.

90. Government work is piece rate. Do not always have enough of Government work to fill day. Then work on regular work at straight hourly rate. Earns $38.00 week.

95. Typist and General Clerk, Dayton - Patterson Field. Worker wishes to continue indefinitely, and wishes to use her stenography too. At present she is only typing. This is her only criticism of the job, otherwise likes it and wants to continue. From Maysville, Ky.

106. Teletype operator - Transcontinental & Western Air. Hours 8.00 a.m. to 4.00 p.m. 4.00 p.m. to 12.00 midnight; 12.00 to 8.00 a.m.; rotate every week. May be married - if so change residence, if not, may go west anyway. Receives from estate $97.00 year interest. Also $200 from estate each year. Earns $52.83 semi-monthly.

114. Armature - Coils & Insulating, Master Electric. Worker says her health is rather unreliable, says she's "going through change of life" - but hopes it won't incapacitate her so she can't work because she really likes her job and wants to keep it. House was immaculately clean and neat. Agent suggested perhaps worker ought not to work so hard in the house. She admitted it was quite a strain, working and keeping house up to that degree of neatness - but she was proud of it - and proud too, of her church activity. Right then she

114. (contd.) was busy in the kitchen cooling some "hot dishes" as her contribution to the church supper, over at the First Brethern Evangelical Church - to which she cordially invited the agent. When agent asked how much such a dinner would cost at the church - she responded "Nothing, ma'am - that's one thing our church don't do - is take money like that. That wouldn't be right. You come if you can." (Evidently church members bring food, but have rules against exchanging money on such social occasions.)

117. Cook - Poor Bob's. Husband working, son has supported himself since 10 yr. old (now 16). Daughter still in school. Worker doesn't have to work, but likes to add to family income. Buys all groceries, and other home needs.

122. Beauty Operator - Woodward Beauty Service. Worker rents booth in beauty parlor and conducts business and makes appointments "on her own." Earns $40 weekly. Worker from St. Henry, Ohio.

132. Gear jobs-filing & bench work - National Cash Register. Hours - Occasionally Saturday afternoon and Sunday. Is in Bible school. May be evangelist or missionary. Earns $40 week.

145. Assistant Engineering Aide - Wright Field. Want to join Cadet Nurse Corps. After the war will go into training, if she does not go to Cadet Corps. From Thomas, W. Va.

150. Test Automatic Mixture Controls - Patterson Field. Separated. Worker will stay in Dayton if son is all right when he returns, if not will go back to Ky. where there is a small farm owned by worker. From Danville, Ky. Earns $57.86 semi-monthly.

153. Cost Clerk or Accountant - Aero Products. Divorced has three children. Children get $15.00 week from father. May be married - stop work if worker does.

157. One brother blind due to accident in robbery - no compensation. One boarder, pays worker's mother $10 weekly. Machine operator - National Tag Company.

158. Machine Operator - Wiring Machine, National Tag Company. Will continue to work until she saves enough money to buy house plus furniture. Worker under heavy medical expenses - one visit at least weekly to doctor during this past year - for general run down condition and anemia. Worker pays brother's insurance(brother in service) average $2 monthly - for over 2 years.

165. Waitress - Mike's Cafe. Worker had a miscarriage during past year. Says doctor won't allow her to go back to factory work. Formerly at Delco Products, Stator Winder. Meals furnished with job. Husband in service.

167. Registered Nurse & Secretary, K. W. Horn, Dr. office. Hours at present works late into evening, because of doctor's increased number of patients. Three years of training. $42.75 week plus $20 month allotment. Divorced.

283. Assembler - National Cash Register. Worker lives with two bachelor brothers. Brother interviewed claimed they were retired, and living on own savings, but worker maintained household. Worker over 50.

304. Aero Products (General Motors) clerk. Works three to four hours an evening, five evenings a week in addition, at St. Elizabeth Hospital. Earns $60 semi-monthly. From Pittsburgh, Pa.

306. Worker also had one full year at Medical College, Women's Medical College, Philadelphia, Worker's mother explained that worker's father a doctor, and since neither son wished to be a doctor - worker decided "some one should follow in father's foot steps," and any way "she and her father adore each other." Well, father wasn't terribly pleased and reminded worker that women doctors were usually "queer" and the prospects of Government "stepping in" and socialising medicine were very good (and he is no Democrat) - and then under that sort of regimentation what sort of future would a doctor have? Surely, not a good enough one to warrant the expense of medical school which was $1,500 the first year. Worker worked "just 6 weeks for Soil Conservation Agency - couldn't stand it (according to her mother's account) such waste, inefficiency, duplication, red-tape in the Government literally distracted her."
"Upstairs" room rented to Army engineer and wife - both employed at Wright field. Worker; mother explained she started thinking about her large, comfortable house with only its 3 occupants during Depression and Relief Days - when a little boy from around the corner who was a member of a family that numbered 14 and occupied 4 rooms, asked her one day "Lady who lives upstairs in your house?" Worker's mother explained that no one really lived up there, but she and her husband and daughter slept there at night. Worker's mother remarked she never forgot that child's look of bewilderment and amazement when he learned that people have room "just for sleeping" and plenty of rooms for "most everything."
Worker's mother said when war emergency arose, she recalled this little boy -and decided she really must help to relieve such situations although she, and her husband, and daughter much perfer to keep their house just for themselves.
Worker's mother is prominent Club Woman. Had just returned from St. Louis Convention. Spoke with praise and respect of Women's Bureau and particularly Miss Anderson.

309. Worker must return to Portsmouth, Ohio, May 13, for future. Father killed between 2 railroad cars - in Boston, Ohio. (He was a railroad switchman) and she must live with mother - but will continue secretarial work in Portsmouth.

314. Worker wraps bundles - Richard Street Laundry. Ill at time of Pearl Harbor. Did not go to school. Cannot read or write. In appearance, manner of speaking and answering questions, appears to have low inteligence. Earns $18 week.

317. Says women will never be satisfied to stay home and do house work and entertain, etc., now that they are accustomed to working. She has tried it and can't stand to stay home longer than a month. She gets so restless that she just has to to get a job. Assembler - Water Jackets, Acme Tool & Pattern.

319. Worker's husband not employed at present and does not expect to work in the future. Is much older than worker, and receives pension from railroad company, his former employers. From Piqua, Ohio, and earns $45 weekly.

322. Worker's husband died last week, so she is now sole proprietor of the pie shop - located in a "defense shop." Worker is sole support of a family of five, yet jokingly stated she worked because she "enjoyed it."

336. Worker is attempting to obtain divorce from husband now in Service. Worker plans to move to Texas this June, but will continue same type of work down there. Armature winder - Leland Electric Company. Worker from Owingsville, Ky.

346. Worker's husband wants her "to quit" but worker insists work helps her keep her mind occupied while son overseas. She always worked and likes it. Wants to continue unless her health fails. Candy dipper - Maud Muller Candy Mfg. Co. $25 wk.

346. Inspector - Inland Mfg. Co. Formerly in Machine Shop. Had to change jobs because of poisoning from cutting oils. On sick leave - recovering from tonsillectomy. Husband in poor health - doesn't know how much longer he will be able to work.

347. Worker should be working 10 hour-but has been ill this past year with 2 operations appendicitis and peritonitis, so company permits her to leave whenever she feels tired or exhausted during the day. If she does leave early, it is usually around 3 or 4 p.m. but- this is irregular and unable to approximate how frequently. Core Assembler - Acme Tool & Pattern Company.

353. Left job because skin broke out in pimples - thought it was caused by fumes from soldering. Is returning to work as soon as family moves - in about 2 weeks. Assembler - Airtronics. Worker's discontinuing work, depends upon husband's health. He is working but must stop and have an operation.

354. Worker is sales clerk - Rike-Kumler Dept. Store. Husband left her when oldest child was 6 years of age. She doesn't know his whereabouts. She has worked ever since then and raised 4 children. Is now 67 years of age. One son - about 45 years old - has had a "nervous breakdown" and is a patient at the Dayton State Hospital. He is now allowed to come home on week ends. His wife and children have nothing to do with him so worker is his only means of support. She will not take any one into her apartment to live with her, and help share expenses as she wants it to be quiet and restful when her son is home over the week end. Worker has an extremely youthful appearance and is well-dressed. She doesn't know what she would do with herself if she couldn't work.

355. Because of an illness during past year, worker not allowed to work more than 5 days a week. Hopes family will some day have their own home. Inspector - Binoculars. $7 week from brother for board. Brother does not live in household.

357. Husband has just been discharged from service - is expecting to go to work soon. Worker from Tennessee. Drill Press Operator, Treand Mfg. - Iron & Steel.

367. Worker is from Portsmouth, Ohio. Waitress at Son's Grill & Restaurant. Worker desires "Same job or anything else I can get. Don't care much."

382. Husband ill and unable to work. Worker takes care of home in addition to work at National Cash Register. Worker is Job Instructor. Has 5 children.

395. Worker is inspector, Carburetors - National Cash Register. Worker adds earnings to husband's money and are able to have nicer home, etc. $30.00 weekly earnings.

401. Interview by Aunt. Worker telephoner operator - Miami Valley Hospital. The worker has held numerous jobs this past year, the Aunt implying that she is not too dependable, such as frequent absences without reason.

408. Expects to work at least 1 year after husband returns. Service Packer - Ordnance, Moraine Products.

410. After war, will live on farm a short distance from Dayton. Worker is Service Packer - Ordnance - Moraine Products.

439. Transferred to a job that was too heavy, so quit. Has waited 60 days for release - now going to work on a new job 5/8/44. Punch Press Operator - International Envelope Company. Husband in service.

456. Husband died six months ago. He worked for Cincinnati & Lake Erie Line, Worker cashier and information Osborn to Dayton - Cincinnati & Lake Erie Line. Older sister or mother care for worker's child. Owns home. Worker from Portsmouth, Ohio.

460. Laid off due to conversion to war machinery from Delco. Didn't go back when called. Began at Marine Product. Like it better.Earns $37 week.

461. Worker is an inspector Carburetor Department, National Cash Register. Receives alimony and children's (2) maintenance by former husband. Worker earns $40 week.

473. Worker is Kellerflit Operator - Frigidaire Corporation - Airplane Parts. Worker will continue work after the war, if she is really needed by the Company because "they" have been very nice to her. However, she would prefer to quit and return to retail department store selling, because more interesting, pleasant and less strenuous. Earns $31 weekly.

476. Worker on sick leave since September 10,for goiter operation performed November 29. Worker has not recuperated properly but hopes to go back to work, although M. D. has set no date. She worries about her son in service. Mother feels company could show more understanding and sympathy for women's peculiar troubles and disabilities. Foreman are particularly inconsiderate. Company had one woman counsellor - but need many more. However, worker has heard that company has added several more women counsellors during her absence. Son's allotment $37 monthly. Worker's first husband sends, allotment check $42 monthly for support of son.
This is not usual family situation. When worker employed, mother does not live with them, but since worker ill, mother came to share her old age pension. This pension, in addition to $37 monthly allotment for service son.
And $42 monthly from 1st husband for child at home comprise worker's present source of income while she is not working. Worker pays $12.00 weekly for 2 furnished rooms with cooking privileges. -

480. Ticket machine operator - Monarch Marking System. Worker likes to have own money, don't have to ask brother for money. Earns $20 weekly.

483. Tabulation Supervisor - Stanley Mfg. Co. Worker wants to have a farm. Husband in service. Will work until she may have enough money. Farm will be near Dayton. Allotment from husband has not been received yet as husband has been gone only two weeks. Mother cares for two children.

484. Day off at least once a week. Not always Sunday. Worker is cook at Jail Kitchen for Sheriff (County Jail). Will continue working, if sheriff keeps her when new man is elected. Remodeling home. Earns $37 semi-monthly. Three meals daily, at no cost to worker.

485. Clerk - General Office, Reproduction Service - War Industry. From Berea, Ky. Worker doubts if they will remain in previous location, as husband is a construction engineer,and his work will no doubt carry them all over the country.Husband in service.

486. Janitress - Fidelity Building. Says doctor has told her she should quit working, but she can't stand to stay in her home all the time. Earns $19.10 wk.

491. Machine Operator - Monarch Marker. Shifts to numerous machines as needed. Do not have enough help. Is on turret lathe at present. Earns $34.22 week. Prefers to do housework - out by the day. Going to doctor once a week, not in good health.

492. Mending, repairs - Erving Zimmer, Tailor. Has own hours. Kept house for priest. Works about 35 hours week - approximation as worker is not held to certain hours. Worker came to live with sister and brother-in-law several years ago. She earned her keep by helping sister with housework. During the war she has been working in her brother's tailor shop, as he cannot find help. Worker is paid $6 or $7 a week which she uses as "pin money". Sister states worker is quite slow in her work (due to age) and is working merely to help brother and feels she is doing her part in the war work. Worker is 72 years of age.

500. Worker does not know what her work is called. "Just works with "jigs." Worker has been on training program until present week. After this training will get $.90 - hr. The $28 is for the training period - per week. From Middletown, Ohio.

505. Inspector - United Aircraft. Worker is very dissatisfied with house. It is very small apartment and worker is having trouble finding a place for her household goods. House is dark and rather cluttered. Worker cannot find place to live because she has small children and landlords will not rent to her. Worker is doing the best she can until her husband comes home and she can have her own home again. Has girl on Saturday. (High School) student to watch children. Has three children - 2 small ones at nursery - other in school, only alone for hr. in morning.

506. Secretary - Hoskins & Sells, C.P.A. Mutual Office. Works late quite often; until work is completed, 44 hours or more. Husband in service. Earnings $25 to $30 week.

507. Secretary - United Electrical Radio & Machine Branch of C.I.O. Workers. Works overtime to get in 48 hours. U. O. P.W.A. (official professional workers) requires this amount. If overtime is during the week, worker only works half day Saturday. Wants to be independent if it were ever necessary, is reason for continuing work indefinitely. Earns $56.20 semi-monthly.

514. Temporary clerk - Government Post Office. Worker stated "I help to home" reason for worker to have job. Earns $46 to $48 semi-monthly, Daughter in school.

517. Assembler - Fogarty Mfg. Co. Worker wants light factory work. Is anxious to change present place of employment because management does not provide proper safety devides on certain jobs. In previous week 3 girls experienced accidents - 1 had finger-tips cut off, and the other two had very bad scratches and cuts. Although worker has 9 children (2 of whom have died) she is completely on her own, and during depression period was on relief. Husband deserted her when her youngest child was 7 months old, "just walked out one day and never appeared again. Even his own folks on farm down the road never saw him any more. We think he just died somewhere. He was sort of sick, and there was a flu epidemic at the time." Then children placed in orphanage here and there, so never felt any sense of responsibility or obligation towards mother. Mother doesn't even know where some

517. (contd.) of them are now. Second husband "no good - I got rid of him." In addition, worker has severe diabetic condition (insulin every day) and heart complication - but with it all - was jolly, and cooperative during interview.

527. Worker's husband off since April 26th because of broken foot, acquired at work. Is being compensated. Expects to return in 7 weeks. Worker employed at Gem City Ice Cream Company, Miscellaneous - Wrapper - Even Truck Driver.

528. Worker had one semester of college. Employed by Govt. Signal Corps U. S. Army, clerk-stenographer. Worker is considering seeking employment in private industry. She is dissatisfied with her earnings - and feels she could increase them in private industry. Earnings $46 semi-monthly. From Powhatan, Ohio.

532. Assembles Compressors - Chrysler Airtemp - Iron & Steel. Will work after war to assist family in "setting up housekeeping." Husband in service. From Niles, Ohio. Receives $32 week.

534. Husband is a patient at Veterans' Facility near by. Worker is Power Sewing Machine Operator - Women's Dresses. Earnings $25 week. Husband receives pension - World War I veteran.

535. Stenographer - Whitaker Paper Co. Is changing jobs on 5/18/44 to Civil Service job at Dayton Army Air Field, Vandalia, Ohio.

536. Has been working 4 hours a day for a week for training - begins full time work 5/12/44. Plans to save money for business college training. Earnings 40¢ an hour, as operator clothes drier - Crystal Laundry.

537. Saving money to go to Beauty School. From Lexington, Ky. Salad Girl Cafeteria at Wright Field. Gets 2 meals a day with job. Uniforms furnished. Earns $26.40 week.

541. Inspector - International Envelope Co. Says rate has been raised from 45¢ to 71¢ through union efforts. Is very much in favor of closed shop. Husband passed away very recently. Has had to re-organize whole living pattern. Doesn't know how much it will cost her to maintain home by herself.

545. Worker operating sanding machine and various duties - Inland Mfg. Co. Off on sick leave since February. Has neuritis and arthritis. Doctors felt standing on cement floor aggravated condition. Intends to go back to work as soon as doctor will allow it. Earnings $33 week.

549. Machine - Lathe - Drill Press, Inland Mfg. Co. Worker's mother does not contribute to household support, but cares for worker's children (2) during the day in return for her board and room. Worker's mother is employed at night, and leaves for work, after worker returns home. Worker Receives allotment from husband.

552. "Better living" for family when she works. She is just beginning present job, so does not know amount of earnings - made statements about savings from previous job. 62¢ an hour, at Inland Mfg. Co.

553. Fountain Girl - Chatterbox Restaurant. From Newman, Ga. Sister works morning shift so takes care of worker's child, as worker is on afternoon shift. Husband in service.

554. Receptionist - Physician's Office. Doesn't like to stay home all the time. Earns $25 week. Husband in service. Mother-in-law cares for child.

557. Cashier - Amusement Enterprise Co. (Movies). Building a house this fall. Earnings $33 weekly.

558. War Service Clerk - Post Office. "Cannot keep house as nice as would like to, more tired than ever before." "Just doesn't have chance to really get in and scrub." (House was really quite presentable.) Worker is very proud of her home which she and her husband are buying. All their savings and extra earnings are going into the house. They want to have it paid for before jobs are scarce again.
Worker had just taken her Civil Service test and gotten results in the last mail. She showed agent the cardboard box that she had practiced sorting letters in to prepare for her exam. (Had made 98.86). Worker wanted to be certain she would pass.
Worker feels a great deal more tired now than on any other job she has had. Wonders if it isn't the increased strain and tension of everything. Part time work.

562. Vegetable cook - Y.W.C.A. Cafeteria. Hopes to give daughter better education. Worker home when daughter gets home from school. Earns $17.80 week.

564. Elevator operator - Airtronic Developing Company. Left because job was too hard - was a cable elevator operator and required too much physical exertion. Worked on job 1 month. Separated. Plans to take a beauty course. Earns $26 week.

566. Elevator operator - Ohmer Fare Register - Ordnance. Desires to continue working indefinitely, if can continue in a sitting job. Worker's right leg is greatly enlarged - about half again as large as left leg. It has been this way for six years. She had it X-rayed recently and doctors told her it was "enlarged ligaments". It is so painful she cannot stand on it for a long period of time. It is even difficult for her to walk on it. Therefore, she must have work where she can sit down.

568. Works 35 hours week. Has always worked this length week since first with company - 23 years. Employed at Rike-Kumler Department Store.

569. Worker on 2 week's sick leave - recovering from what doctor thought was an attack of appendicitus. Buys clothing for nephew occasionally. Receives $20 a month from roomers. Worker is packer - Patterson Field.

570. Assembler - National Cash Register. Going to work for Duro Pump as Assembler on 5/15/44. Said $130 was her additional income and admitted it was not all from roomers, but wouldn't say what the remainder was from. Earnings $54 week.

573. Assembler - Chrysler Air Temp. Worker had 2 yrs. Business College besides 8th grade. Has been on sick leave since January 22, 1944. Underwent an abdominal operation and expects to return to work in another month, providing can have job where doesn't have to "Stoop and lean over."

575. Armature connector - Leland Electric. Occupation was called "picking up buttons" - picking up the lens used for bifocals. Agent doubts if she were actually an inspector. Worker from Verlaria, Ky. Earns $27 wk.

577. Had been ill for several years. On sick leave since 4/13/44 - had "complete overhaul of female organs". Separated. Power mill operator, Frigidaire - Plant 1. Earns $36 - $38 week.

580. Radio Inspector, General Electric. Worker from Courtland, N.Y. Left job as husband was transferred to Wright Field. Had to wait 60 days for certificate of availability - is going to work for Duro Pump on 5/15/44. Earns $28 week.

587. Waitress-Counter, Gallaher's Drug Store. From Newnan, Georgia. May not like the North. If she does, will remain in Dayton; otherwise, will return to Georgia. Earns $17.62 week.

589. Inspector - Inland Mfg. Co. From Middletown, Ohio. Not sure - may go to California or may stay in present location. Earns $33 - $34 week.

590. Dishwasher - Hollywood Restaurant. Three free meals daily except Sunday. Worker originally from the South. Had worked in Cotton Mills. When agent questioned her as to the choice of future occupation, whether she would continue in restaurant kitchen work, she agreed enthusiastically "Yes m'aam - Just never want to go back to cotton mills no more since Daddy got electrocuted there". (Father killed in accident at the mill)" - but company did give us $1,300."

593. Counter Girl - Govt. U.S.Army - Army Air Corps. Earns $60 semi-monthly. Husband in service. Worker tries to save husband's allotment, and usually succeeds.

598. Power service machine operator - Crawford McGregor Co. Worker waiting for release. Liked her job but couldn't work with foreman. Asked for transfer, but Company said there were no openings. The Company would not give worker a release. She will go to work in her occupation at the end of her 60 day period. Feels it was very unfair to refuse release. Reason Company gave worker was that they needed her. She quit rather than stay under the same foreman. Worker does not have to work, and is only helping until after the war. Earns $37 - $40 wk.

600. Inspection - Govt. Army Air Forces (American Appliance Co.) Worker is an inspector for the Army Air Force. She works in different plants. Has been at American Appliance for 3 mo. Is leaving the end of the present week. From Chillicothe, Ohio. Earns $65.90 semi-monthly.

603. Stock - Delco Products. Earns $40 week. Is doing man's job in Delco now. Worker will return to assembly work when soldier returns.

606. Photographer & Fingerprinter. Earns $60 semi-monthly. From Lexington, Ky. Had two years college. Friend who was interviewed, not sure if worker had more time in college when she quit.

607. Waitress - Greyhound Bus Station. Has been working 7 days a week, because they need her. She doesn't make any more money. (56 hrs.- 7 days 8 hrs.) Worker from Manchester, Ky. Earns $19.34 week.

609. Peanut belt (mostly) Boswell Coffee (W. S. Sulls). Hours vary. Depends upon orders. $16 to $18 week. Hours 8.00 to 5.00 p.m. Paid hourly.

612. Asst. Mgr. Equity Dairy Stores (Groceries and dairy foods). From Bremen, Ohio. Formerly did office work - Master Elect. Would like job similar to agent's. Earns $35 weekly.

613. Key Punch Operator - Army Signal Corps. Earns $80 semi-monthly. Grandmother receives Old Age pension. Mother usually works but is not employed at present - is going to work soon, so is definitely on the labor market.

614. Maid - Govt. Wright Field. Separated. Work got too heavy - as men left jobs, women were asked to do heavier sweeping and mopping and worker got too worn out. Has been resting up - also had to move - so will go to work soon. Earns $57.40 semi-monthly. Prefers factory work of some kind. Worker not employed now, but is definitely on labor market and contributed all earnings when working. Mother contributes Old Age pension to household.

627. Inspector - Ordnance - Moraine Products. Quit because worker was not well. Nervous and exhausted as she had all her own work to do. Going back to work as soon as spring housecleaning is finished. Probably 2 weeks. Worker and husband want to save enough money to go on a farm.

629. Pressing - Crystal Laundry & Dry Cleaning. Had worked 8 years at one laundry, was tryang to find some other work. All factories she tried were converting to war machinery and did not need help at that time. Found work in Dry Cleaning Company. Like it quite well. Divorced. Earns $35 week. Receives $5 week alimony for son.

630. Stenographer - Govt. Wright Field. Worker will continue indefinitely unless present position does not continue - will go home then. Worker from Lima, Ohio. Earns $80.94 semi-monthly.

632. Coremaker - Malleable Iron Company. Education in Hungary. Worker could not speak English. Friend of worker from Pittsburgh, translated information. Earns $25 - $28 week.

634. Inspection - Inland Mfg. Co. Off on sick leave at present time. Has been home two weeks. Will return at the end of the month probably. Worker is from Eaton, Ohio. Earns $29 week.

635. Machine Operator (Press Operator) International Envelope Co. Divorced. Health not very good. Low blood pressure. Interview by mother. Family own home. Earns 65¢ hour and overtime.

637. Cook - McKnight's Delicatessen. Son is not able to work. Worker feels her earnings help support him. Earns $10 week.

638. Telephone operator - Ohio Bell Telephone Co. Earns $29.46 week. Husband in service. Has no idea where they will be living after war. From Gallipolis, Ohio. Husband's $50 allotment a month which worker puts into savings.

639. Solderer - Leland Electric. Says she is already "so tired of working." Earns $27 week. Child in school during day.

640. Worker on sick leave. She underwent an operation 6 months ago and went back to work too quickly, so is having to "take time out" to recuperate. Drill Press Operator - National Cash Register. Child in school during day.

644. Grinder & Polisher of Airplane Hubs (Machine Job) Frigidaire. Worker off ill since April 15. Plans to return May 11, 1944. Due to anaemia and nerves and teeth which have been extracted during this period. Earns $33 week.

645. General Clerk - Typist - Comptometer - Bookkeeper. U.S. Army Govt. In addition to High School - 2 years attendance (nights 3 times weekly at National Cash Register School. Earns $80 semi-monthly.

647. Clerk - Bookkeeper - Govt. Air Service Command, U.S.Army. Worker had special course Ohio State and Cincinnati University - Normal. C2 - represents Normal School Training.

649. Clerk-Stenographer - Govt. Air Service Command, U. S. Army. From Osborne, Ohio. Worker must continue to support self and prefers to earn her living as a clerk-stenographer. However, she had 2 definite criticisms of Govt. employment. She explained that she accepted these 2 disadvantages at present because she assumed - their existence was due to the war emergency. However, should such conditions continue, even after the war - then she will seek secretarial opportunities in private industry. These criticisms were the following: poor transportation facilities from Patterson Field - and employment of colored workers in same office as worker. Regarding transportation: Worker able to reach Patterson Field in 30 minutes in morning. However, at dismissal time, (4.30 p.m.) worker usually waits 20 to 30 minutes before being able to board a bus. Therefore, does not arrive home before 5.30 or 6.00 p.m. Feels her poor health (goiter and "nerves") has been aggravated due to this situation.

Regarding colored co-workers: Worker hesitant and rather apologetic (apprehensive no doubt of a rebuke from agent). Agent assured her that every one was entitled to his or her personal opinions of others - but questioned if there was obvious friction in the office that might hinder efficient functioning. Worker replied "No - but it's hard when we plan parties and things outside of work - and then discuss such things in office." Agent commented that no-one was forced to include members of other races in one's social plans. Worker agreed and then replied "I know - but it's funny - I just never will like colored people. I can't help it." However, for present she seems to accept necessity of working with them and even sharing toilet facilities, but commented "after the war things will be different, I'm sure." "Otherwise I'll leave." Earns $61.20 semi-monthly.

652. Kitchen - Blue Moon Tea Room . Earns $21 weekly. Worker would like to work where she is after the war, but isn't very optimistic." She (employer) won't keep colored people on after war. She never used them before."

653. Bench Work - Polishes carburetors - Ordnance - National Cash Register. Worker from Gratus, Ohio. Earns $49 weekly. Divorced. Has 5 children. Worker's husband sends $40 monthly for support of children.

659. Saleslady - Rubenstein's Department Store. Worker is widow. Worker receives commission on sales of certain types of merchandise. Commissions are paid monthly and vary in amounts from $5 to $20.00 depending on seasons of year. Just at present (May - 1944)-Commissions amount to little or nothing. Earnings $19 weekly.

666. Bench work - Repair in Supply Division - Fairfield Air Service Command. Govt. Worker attended Teacher's Training School 2 years. Worker wants to continue, in present work, because her family is grown and "there isn't any reason why she should quit." Earns $58 semi-monthly. $20 monthly towards food bill and worker pays whatever more is needed to cover expenses of 2 meals daily for worker, worker's daughter and aunt.

667. Teletype-Asst. Receptionist - Asst. Mailing Room - Delco Products. Earns $57.74 semi-monthly. Worker shares apartment with 5 friends. Household duties arranged as follows:

1. Cooking and marketing for evening meal. One person completely responsible for 2 week periods. Breakfasts are prepared by individuals.
2. Dishwashing - Each person takes charge once a week.
3. Bed making, linens, towels, included in rental furnished by landlord.

668. Stenographer-Clerk-Govt. Air Service Command U. S. Army. Worker is from Muncie, Indiana. May marry service man; will work for a short time after the war. Earns $60 semi-monthly.

669. File Clerk-General Office, Air Service Command U. S. Army. Worker enthusiastic about her work and wants to continue. "It makes the biggest difference in the world to be self-supporting. I don't want to be a burden on any one." Worker from Lexington, Ky. Earns $21.23 (wk. Worker is interested in her job and says "If you're interested in your work, it seems much better. I do everything they ask me to do. I want to advance."

Worker uses hearing aids and was impressed how many handicapped women are employed at the Field - hunch-backs, cripples, people on crutches etc. and doing good work. "On the whole" , worker says "I like the colored girls, too, most of them at Patterson are well-educated and well-mannered. Of course, some are not, but then lots of white people are not, either, so I can't kick on that score."

671. Budget Manager - Goodrich Tire Company - Ordnance. Worker sent home ill - May 11, 1944 with swollen womb and faces an operation on May 26, which will incapacitate her for 6 weeks. She expects to resume same job at same place of employment. Worker "I'm crazy about my job. Would like to work at Goodrich the rest of my life." Worker from Lexington, Ky. Worker dislikes Dayton because of high rentals and obvious bias landlords show in favor of men roomers. They always prefer to rent to men roomers. At present there are 12 occupants in the very lovely and beautifully furnished house divided into 2apartments of 6 people each. Each apartment rents for $96 weekly. Worker thought this rental excessive particularly since 2 bath-rooms must service 12 people. Worker explained landlord able to circumvent O.P.A. rent ceilings by adding "service". Then the rent ceiling no longer holds. "Service" in this case included fresh towels, bed-linen, and cleaning of bathrooms.

Earns $53 semi-monthly.

672. Stenographer - Air Service Command U. S. Army - Govt. Earns $60 semi-mo. From Steubenville, Ohio. Worker moving to Philadelphia - because excellent medical stenographic school there. She has selected this school - and plans to attend it after the war. Is saving bonds with this in view - and her family have offered to help if she needs financial assistance.

673. Stenographer - Air Service Command U. S. Army. Worker from Steubenville, Ohio. Earns $60 semi-monthly. Would like same kind of work - but prefers private industry. Husband in service. Mother lives next door and cares for child.

675. Clerk-stenographer - Govt. Air Service Command Hdqtrs. Prefers to remain with U. S. Army if possible. Earns $70.41 semi-monthly.

681. Deputy Clk. and Asst. Bookkeeper. Worker's present job a political appointment secure until September 1945. If same party ticket re-elected in meantime, then job extends beyond September 1945. Otherwise she will be forced to sell employment in private industry.

682. Clerk-Stenographer - Air Service Command Headquarters. Would prefer working in private enterprise. Thinks "there is more future in business." Earns $57 semi-monthly. Worker is from Springfield, Ohio.

687. Bench Work - T.O. Right Rocker Arm Bearings - Govt. Air Service Command. Earns $55.95 semi-monthly. Worker from Xenia, Ohio. Worker intends attending night school for secretarial business training. Plans to live in Cincinnati, Ohio after war.

688. Stenographer-clerk - Air Service Command. So far prefers former stenographic job with Standard Oil Company - St. Louis, to present employment in Traffic Department at Patterson Field, but says "maybe I'll get used to it after a while." Worker obviously unhappy. Seemed tired and irritable and finally yelled "I'm sick and tired of answering questions. I'm not going to answer any more. I don't see why I should."

692. Requisition clerks - Subscription Dept. McCalls. Hours: Winter always 50, summer 48, although recently 50 hours. Earns $23.25 week.

696. Splicing Bands - Machine Job. Ordnance - Dayton Rubber Mfg. Co. Worker from Alexander City, Alabama. Husband in service. Will work a short time after service husband returns from war, so they can get good financial reserve to start home. Earns $35 weekly.

700. Book Binder - Floor Lady - Gille & Pflaum. Was away from job 4 years. Wouldn't be satisfied to stay home now - wouldn't know what to do with herself. Earns $26 week.

707. Puts pennies in cigarette wrappers - Merchant Cigarette Co. - Cigarette Machine Operators. Agent asked worker why she left Civil Service job to take present job at much less money. Worker says she actually has more money now than she had before. Says she had to pay $5 per week for transportation to the field, lunches were more expensive, she had to spend more on clothes and she had to spend so much time travelling to and from work. Husband in service.

708.	Elevator Operator - Ohio Bell Telephone Co. Mother gets Old Age Pension and pays half of household expenses.
712.	Engineering Aid - Office Work Govt.,Wright Field, Ohio. Worker from Ann Arbor, Mich. Father has disability insurance. Heart condition * Grandmother contributes to household expense from her accumulated savings. Worker will live in Greenwood, Miss. beginning this Fall and will attempt to find suitable employment in this area. If no work of a suitably technical nature, is available, worker will not work. Future after the war residence plans depend on her husband's employment opportunities. Worker from Ann Arbor, Mich.
715.	Runs Envelope Making Machine - Dayton Envelope Company. Earns $22 week. Worker's sister not employed. Her "earnings" consist of alimony paid by ex-husband.
720.	Filer - Electrical Machinery - Kurs-Kassh. In last 3 weeks worker has been working 8 hours day, before that 9 or 10. It depends upon work to be done. 48 is least worked.Earns $35 week. Earns $35 week.
736.	Clerk - Govt. U. S. Army. If retained in present position, worker will remain in Dayton. If not she will return to previous community. From Ashland, Ky. Earns $60 semi-monthly.
739.	Secretary - Govt. Airfield - Patterson Field. From Portsmouth, Ohio. Depending upon employment. Family owns home in Portsmouth, to which they will return if there is no employment in Springfield, Ohio. Earns $62 semi-monthly.
740.	Bread Slicer & Wrapper Helper - Robbelis Bakery. Husband in service. Husband plans to remain in regular Navy after the war as he will have 10 years service when his present enlistment is up. They will live in some seacoast town but worker has no idea where it will be. From Lucasville, Ohio. Saves husband's allotment.
743.	Forelady - Kurs-Kasch(Electric Machinery). Has been working 10 hours a day and 5 hours on Sunday. Earns $39.79 week. Receives $7.00 a week from roomers. Worker is divorced.
746.	Unload Tank Pens on Conveyor Belt - Inland Mfg. Co. Frequently works overtime - usually Sunday's. Has been for the last 3 weeks and probably will continue to. "Would like(after war) if soldiers don't need the job." Worker is from Johnson County, Ky. Earns $32 week.
747. Negress	Runs sheets through Mangle - Shawnee Hotel Laundry. No schooling. Unable to read or write. Worker claims she was always too sickly and her eyes were bad. Worker had speech defect,exagerated form of stammering - made it extremely difficult to elicit necessary information. Worker from Pulaski, Tenn. Earns $15 week. Worker's mother cares for her three children.

752. Grinder - Thompson Grinder Company. Husband confined to Dayton Sanitarium with "nervous breakdown". Has been there for 3 years. No hope of cure or release. Worker's mother supplied information. Worker buys husband's clothing. Worker does not contribute towards his maintenance ther .
Worker has one serious criticism of job. Wages (65¢ an hour) are too low. Needs more money to meet her obligations and responsibilities. Dental work for extracting teeth and "upper plate" cost $80 to date. Shots to prevent constant colds plus medicines cost $50 this past spring. Otherwise worker likes her job - place of employment and management. Has one child. $26 week earnings.

758. ✓ Worker owns home at Route 10, Dayton, Ohio. She is maintaining this house and spends her week ends there. She had the house completely papered and painted this spring and so far has spent all her income other than what she pays for mother-in-law, on upkeep of her home. She wants the house to be there in good repair - when her husband returns. For this reason, she refuses to rent it. Burrer - United Aircraft. Earns $35 week. $50 husband's allotment.

760. Inspector - Moraine Products. Off on medical leave - expects to return to work soon. Earns $28 week.

777. Waitress - Y.M.C.A. Worker can't get release. Is very anxious to obtain factory employment and very unhappy and resentful towards present employers because they absolutely refuse to grant her requested release. Earns $24 weekly. 3 meals free daily. Worker Winfield, Tennessee.

780. Statistical Clerk - Govt. War Production Board. Earns $79.90 semi-monthly. Will work until she married her soldier - fiance' but doesn't know when she will marry - or if she will continue to work after marriage. From Washington, D. C. Residence depends on if she marries and where her then husband will settle. If she doesn't marry may be she'll return to Washington. Very vague and indefinite.

781. Core Wedger - United Aircraft. From Somerset, Ky. Will probably return tc Kentucky, as owns property there although all her children have moved away. Receives $50 month rental from property in Ky.

784. Janitress - Civilian War Housing. Govt. Actually ill for 3 months at the time - but was ordinarily employed during this period as maid by one family and later returned to work there. Hopes to buy home at conclusion of war. Saves between $15 and $20 monthly. Husband in service.

785. Teacher - Public School System - Elementary. From Fittstown, Okla. Residence depends entirely on husband's post-war employment opportunities. Worker had no idea exactly where they would be, but probably not Dayton or Oklahoma (former home). Earns $86 semi-monthly.
Husband in service.

786. Clerk - McCall's Publishing Company. Quit job because it "didn't pay enough". Company refused to give her a release so will wait 60 days and seek a job elsewhere.Has one child. Divorced. Receives $5 week alimony. Earns $24 week. Plans to go to Bloomington, Indiana, after war.

787. Cook - Monsanto Laboratory. Job made her nervous. Had an operation (abdominal) in March, 1941, and has been nervous since that time. Will go back to work in few weeks altho husband doesn't want her to. Worker is going through menapause, which aggravates her nervousness. Later in the interview,it was discovered that "nervousness" was not the only reason for leaving the job. A new forelady arrived on the job April 1st. She had been accustomed to working "niggers." According to worker, forelady began piling more work on her. She reminded forelady that she was "no nigger." Forelady said, "If you don't do the work, I'll get some one who will. I'll get my "Cookie" (negro cook from last place of employment). Worker quit. Since she left the job, all the people have left but one, and the forelady has hired all negro workers to replace them. Husband receives small pension (Veteran of World War I.) Worker from Miamisburg, Ohio. Earns $120 month.

788. Inspector - Ordnance - Champion Chemical Co. Earns $42.29 week. From Akron, Ohio. Divorced. Works 7 days - 56 hours, every other week. Has one child. Receives $5 week alimony for child.

792. Junior Typist - Govt. Air Service Command. Worker's mother supplied information. Worker's mother expressed desire to work too - but commented "Nothing for colored here in Springfield, but janitor work. My white neighbors all get factory work, but every time I go they say "No jobs open now." Earns $58 semi-monthly.

794. Would like to work about 5 years after conclusion of war. From Norristown, Pa. Plans to go to Philadelphia, Pa. after war. Clerk - Signal Corps, U. S. Army. Govt.

797. Assembler - Electric Machinery. Prepared sandwiches and made pies which they sold to factory workers. Earns $32 week, as factory worker.

802. Comptometer Operator - L. A. Waltermath & Co. Has 3 children, Friend cares for youngest in morning. Mother cares for all in p.m. Earnings $47.50 week. Divorced. Income from two properties - $75.00.

803. Milling Machine Operator, Inland Mfg. Co. Worker says women workers really "showing up" the men, especially in the machine work. Says women much more conscientious and more steady. Worker will take husband South for his health. They plan to spend winters in Florida and summers in Louisiana. Earns $40.00 week.

805. Engineering Aid - Radio. Wright Field, Ohio. Teachers' training for 2 years. Graduate work in specialized field - (Art) in addition to 4 years of college. From Bloomington, Indiana. $56.90 semi-monthly.

806. Inspector - Loose-Wiles Bakery Co. From Hyden, Ky. Earnings $28 weekly. Worker, husband and sister-in-law share one furnished room at a cost of $10 weekly. In addition to sleeping in the room - they also cook all meals there.

807. Miscellaneous jobs - Machines and wrapping - Sunshine Bakery. From Hyden,Ky. Earns $31 weekly. $80 Husband's allotment.Saves this towards eventual purchase of farm.

808. Blue Print Operator Helper - Wright Field. Govt. Resigned to take a rest and care for sick mother. Said she herself was worn out from working such long hours, having to get up so early in the morning to take her child to nursery, etc. She plans to return to work soon. Husband in service.

811. Bench Work - Puts tanks on boats. No education - 3 months total. Reads very little - can't write. Earns $50.45 every 2 weeks. Worker's health not good. Ten years ago had 12½ lb. tumor removed. At present suffers from pains in back - but does not feel the job aggravates this condition and will continue to work as long as health permits.

816. Negress Fixes sandwiches - cuts pies, Crowell Publishing Co. Wages entirely too low. May quit any time. Would like to return to Patterson Field but transportation very bad. Will continue to work but doesn't know where or what kind of job. Worker unhappy about employment conditions. Worker qualified to do clerical work or store keeping, but unable to obtain this type of employment in Springfield. Worker says she "takes the word of U.S.E.S. "that" there are just no jobs of this type available" - but really feels lack of opportunity may be due to color. Definitely knows that local shops will not "hire colored." Earns $18 weekly.

818. Cleans offices - Robbins-Myers Company. Earns $31 weekly. Has 5 children. Receives $25 every 3 months sent by State of Ohio. Husband in Ohio State Penitentiary. Has been there 8 hears and has 2 more years before sentence is fulfilled. Worker extremely agreeable, mild-mannered woman - face curiously covered by freckles. Hair short and straight and features more Indian than conventional Negroid. "It hasn't been an easy life" - she commented as she recited the pertinent events of her life to agent, but she added "I think may be things will be better if we can find nice place to live and try to have a nice good home. Only it's hard. There don't seem to be many places for us". Present home a dilapidated, unpainted, weather beaten shack badly overcrowded and close to similar "shacks" in an area that lacks sewage, side walk, and all the elementary and basic decencies. Older children, 19 year old daughter especially, care for smaller one while mother works.

825. Broach operator - Standard Register. From Bellefontaine, Ohio. Earns $34 week. Husband will have travelling job. Worker plans to travel with him. Plans to marry when he returns from service.

828. Armature Winder - Leland Electric. Earns $30 week. From Germantown, R.F. D. Ohio. Receives widow's pension and Social Security for daughter.

830. Maid - Dormitory for Govt. employees - Spfld. Ohio. Had to stop work because doctor recommended rest. Expects to go to work in a month. Worker from Denora, Pa. Earns $47.27 semi-monthly.

836. Spray Machine Operator - Loose-Wiles Biscuit Company. Taking a man's job for the duration of the war. Worker feels she is doing just as good, if not better, a job than the men on the same machine. Earns $35 week. Alimony from husband for daughter.

837. Matron - Ordnance - National Cash Register. Earns $32 - $33 week. Daughter of worker is unable to work. Worker stated that daughter was mentally slow, had curvature of the spine and internal complication. Husband had run away with another woman about five years ago, leaving her to support the girl.

842. Inspector - Inland Mfg. Worker likes money in home Helps out. Earns $24.37 week. Has a son.

846. Typist-Clerk - Requisitions. Govt. Signal Corps U.S.Army. Earns $55 semi-monthly. Husband in construction work, very likely to be shifted around the country after the war. Worker would like work wherever she lives providing she can find suitable employment in her field - clerk-typist.

848. Stenographer - Signal Corps U. S. Army. Had worked several years, then returned to school for business course. Worked "on and off" for about 5½ years. Worker from Somersville, West Virginia. Earns $67.39 semi-monthly.

851. Principal Clerk - Govt. Air Service Command. From Columbus, Ohio. Earns $85 semi-monthly. Helping in war effort, on leave of absence for duration from usual duties Mortgage Loan Correspondent - Insurance Company.

855. Director and Manager - British Air Commission - Govt. Earns $222 mo. "Time out for baby" - July 1943 - January 1944. Residence after the war depends on husband's vocational opportunities. Worker insisted it would be "somewhere in the East" - Philadelphia, New York - Boston.

858. Saleslady - Rike-Kummler. Earns $27 weekly. Worker had formerly worked at Rike-Kummler, but left in 1942 to work for Drug Co. Returned to Rike-Kummler in 1844. Worker's husband supplied information, Father invalid for 21 years, hospitalised since August 6, with broken leg and kidney compliations. Worker's husband commented regretfully "guess she'll always have to work with added expenses plus burdens we've been carrying all these years." In addition to doctors, medicine etc., father-in-law requires full time service of practical nurse when at home. On discharge from hospital, father will live with worker. Worker has one child.

860. Clerk-stenographer - Buffalo-Springfield Roller Company. Earns $22.12 week. Sells Christmas cards - just little extra money. Usually did stenographic work; bookkeeping merely temporary at that time, Mast Foods Company.

861. Lathe Operator - Robinson Myers. Husband in poor health, doesn't know how long he will be able to continue working. Has three children. Earns $25 week.

864. Tagging Parts of Crank Shaft (Machine Operator) - Army Air Corps U. S. Army. From Springfield, Ohio. Saving for tuition for beauty culture school in Cleveland - after the war.

865. Junior Stenographer - Signal Corps U. S. Army Service Forces - Govt. Earns $57 semi-monthly. Has three roomers. Refused to tell how much each roomer paid, but judging from type of neighborhood and house, it is reasonable to suppose $5 weekly apiece.

866. Receptionist - Elder-Johnson Dept. Store. Earns $25 weekly. Wages too low at present. Worker considering seeking same type of work elsewhere where wages higher.

867. Beauty Operator - Elder-Johnson Dept. Store. Wages too low considering seeking same type of employment in another shop. Probably no change in residence after war, although worker talked vaguely about "may be going to the Coast." Earns $37 weekly.

870. Clerk - Air Service Command Headquarters. Worker had two years college, in addition (graduate work) M. A. Worker from Ky. Worker's employment included traveling throughout state. No fixed abode at this time. Earnings $55 semi-monthly.

877. Engineering Aide - Govt. Signal Corps U. S. Army. As long as job lasts, worker will remain. Hopes it will continue a long time after the war. From Madison, Wisconsin. Earns $64 semi-monthly.

881. Various machines - Drill Press etc. Moraine Products. From Leslie County Ky. Earns $31 week. Worker's mother runs rooming house. Worker and family occupy several rooms in this building, but rest of "apartments" (actually single rooms with cooking stoves) are "rented-out." Worker's mother takes care of 2 children.

884. Government Office - Air Service Command. Wishes some type of work but would prefer a job in Dayton. Transportation to field difficult. Worker drives but has difficulty getting sufficient gas. Child in school while mother works. Spends Saturday at worker's mother-in-law. Earns $60 semi-monthly.

885. Inspector - Moraine Products. From Boone, Ky. Earns $40 weekly. Using husband's allotment to meet payments on auto recently purchased. These payments amount to $50 monthly. Usually uses remainder for clothing for herself and baby. Had Beauty Operator's course.

889. Engineering Aide - Govt. Signal Corps U. S. Army. From Madison, Wisconsin. Earns $64.70 semi-monthly. Undecided as to residence after war, but positively it will be neither Wisconsin or Ohio.

893. Negress Key Punch Operator - Signal Corps U. S. Army. Earns $53.70 semi-monthly. From Wilberforce, Ohio. Worker's home in Dayton - but was attending college at Wilberforce University at this time. 4 Roomers rent sleeping rooms. Worker did not know how much they paid her mother.

895. File Clerk - Govt. U. S. Army, Wright Field. Had Beauty Culture Course and Business Course in addition. From Pittsburgh, Pa. Earns $54.95 semi-monthly. Worker willing to work either in Dayton or Pittsburgh, wherever right type of work available - after war.

897. Negress — Elevator Operator - Hamiel Building. Niece part-time worker at Library after school. Sister - part-time worker. Bureau of Aid for Dependent Children, gives worker's sister $42 monthly. Worker contributes $15 weekly of her earnings to household.

898. — Clerk-Stenographer - Wright Field. Earnings $55.95 semi-monthly. Definitely does not wish to remain in Dayton - it's dull. Prefers a warm climate - Mexico. Is learning Spanish. Wants to work for Department of State or Commerce there. Besides High School, had Business school and college extension courses. Worker says she does everything but what her job really is "clerk-stenographer." "This is typical of the field. You do everything but what you were hired for. Actually worker assembles material on departmental organization.

902. — Milling Machine Operator - Inland Mfg. Co. Undecided - but will not be in Kentucky or Dayton after war. Husband a construction worker and it is necessary for them to move about the country. Moved 15 times in 8 years. From Lexington, Ky. Husband, and neighbor, when husband not home, care for worker's two children. Earns $53.50 weekly.

903. — Time-keeper - Veterans' Administration - Veterans' Home. Worker from Indianapolis, Indiana. Worker's husband a technical sergeant. She receives no Govt. allotment but husband sends her $80 monthly regularly from his pay.

905. — Govt. Microcopy Copy- Wright Field. Receives $56.20 semi-monthly. Worker's father not working. Receives Social Security of $25.90 monthly.

906. — Fix Salads - Govt. Wright Field. Earns $90 semi-monthly. Worker's husband receives Social Security $25.90 month. One meal daily free - 3 meals available free, daily but worker takes only one meal daily at place of employment.

909. — Supervisor of Index Unit - Signal Corps U. S. Army. Prefers Cleveland, Ohio but will remain in Dayton if right job opportunity available. From Berea, Ohio. Receives $83.33 semi-monthly.

911. — Clerk - Typist - Warehouse Govt. Signal Corps. Earns $55.94 semi-mo. Worker and husband recently made first payment on farm property in this section. Eventually plan to build a house - property already includes barns and garage.

913. — Supervision of Reports - Survey Unit, Signal Corps. From Monessen, Pa. Will change residence if good opportunity available elsewhere. If opportunity exists for work of same type worker will remain in present occupation. Otherwise plans to take C.P.A. course and qualify for a job in this field. Earnings $55.94 semi-monthly.

917. — Paster - (bench work) Bosco Reed Mfg. Co. Worker's work history very irregular. Did all sorts of odd and miscellaneous jobs including house-work, factory, restaurant. Never stayed very long at any one job. From Buffalo, N.Y.

917.(contd.) Interview conducted under rather unusual circumstances. Agent was ushered by a twelve-year old girl to the back bed-room of a rather dilapidated house - one in a row which had so far yielded no responses to the agent's rings and knocks, but her she was rewarded. Lying on a dirty brass bed, in a room of obvious poverty and untidiness was a woman of 50 or over, fully dressed, but judging from her size, in the last stages of pregnancy. She was the object of sympathetic attention of four stout neighbor women clustered around her.

The agent was cordially welcomed but given no opportunity to explain the object of her visit. Instead, they eagerly confided to the agent that the patient was awaiting word from the doctor when a hospital room would be available.

"She's to have an operation" they announced proudly "and what a surprise" added the patient who was obbiously enjoying all the attention. The patient described how she had assumed since last October that she was pregnant. She just kept getting bigger and bigger, and naturally one didn't bother with a doctor til almost the end. Well, she finally got around to going to the doctor the second wk. in May - and could you believe it, she wasn't having a baby at all, but had gotten herself a nice big tumor. After this speech the speaker sank back on her pillows and all the neighbors nodded sober assent to her story.

Attention then shifted to agent and her mission. The women with working daughters proved most co-operative obviously enjoying the shift of attention to themselves - and their first pleasant contact with the Government. Their daughters activities seemed to gain new importance and significence to them, since they were the object of Government inquiry - and they obliged with unnecessary and irrevelant details concerning their daughter's behaviors.

The schedules completed, the tumor lady could endure obscurity no longer. She pointed to a picture of a soldier on a nearby table. "My son" - - The agent congratulated her on his good looks and patriotism." "That ain't all - read this" --- Agent read a letter from somewhere in the Pacific replete with misspellings and completely ungramatical-congratulaing "Ma and Pa" on the anticipation of a "new little brother or sister" (Son is $2).

Now what are we going to tell him "she queried." Is that kid going to be disappointed". Every one lookly sadly puzzled - and glanced expectantly at agent.

"It's going to be some hard to explain" she continued. Every one silently agreed. The problem seemed insurmountable. Finally agent hesitatingly offered suggestion that perhaps patient, on her recovery, could obtain a cute little puppy - appropriately nick-name it, warn her son to expect a real surprise on his return, - inform him of its progress and growth - report its little tricks and mannerisms as one would describe a child's. They seemed somewhat impressed, and duly grateful, and agreed that it was "the best solution so far."

919. Baker - Pies and Cakes - Air Service Command - Patterson Field.
Negress Transportation difficult. Buses run infrequently and are overcrowded. Otherwise worker would like to continue in this type of work. Earns $80 semi-monthly.

920. Negress	Blue Print Helper - Checker - Wright Field. Earns $89.82 semi-mo. Salary too low - and there seems to be no chance for up-grading or promotion in worker's department. "Seems colored girls don't get any higher than checker and white girls able to work up to operator at $1,440 a year - and then they have opportunities for better jobs." This criticism was the only one worker had concerning the job. Otherwise she liked it - and given better promotional opportunities, would like to continue in the same type of work.
921. Negress	Messenger - U. S. Army Wright Field. Worker not sure she'll be able to obtain this work. If she is unsuccessful, she will continue doing same type of work at present. Thought office work would be difficult to obtain because she is colored. Desires typing and filing if possible. Earnings $52.11 semi-monthly.
922.	Janitress - Wright Field, Govt. Worker earns $63.45 semi-monthly. Has four children. Oldest daughter 16 years of age, cares for smaller ones. Husband has sent $50 - $60 in last 2 months, after worker went to court.
926. Negress	General Kitchen Work - Govt. Soldier's Home - Veterans. Worker has just made first down-payment on house. Must continue working in order to make subsequent payments. Earnings $45 semi-monthly.
927.	Secretary - Govt. Signal Corps U. S. Army. Expects to marry Service man and will continue working for a short time "year or so" after the war so they can acquire a good financial start. From Toledo, Ohio. Earns $67.00 semi-monthly.
929.	Lathe operator - Palmer Mfg. Company. Worker is being tutored at present time to graduate this June. When in school worker took additional course in machine shop. (4 hrs. additional work). On sick leave for operation, will return June 1. Left April 15, 1944. Husband in service - receives allotment. Earnings $25.23 week.
939.	Clerk-Stenographer. Patterson Field. Worker does not plan to stay in Dayton or return to Cincinnati. Place depends upon husband's job, after war. From Cincinnati, Ohio. Earnings $53.44 semi-monthly.
942.	Pack for shipping - Govt. Patterson Field. Earnings $56.61 semi-mo. Husband has small pension. He is a retired mail carrier.
943. Negress	Graduated from welding school, but no factory will employ her to do welding. Main - Wright Field. From Indianapolis, Ind. Earns $61 semi-monthly. Worker has two children.
946.	Stenographer - Govt. Air Service Command. From Cincinnati, Ohio. Earns $55.94 semi-monthly. In addition to High School - worker had 2 years at University of Cincinnati. Fiske University for her college work.

950. Radio Mechanic Helper - Govt. Patterson Field - Air Corps. Not making enough money so quit. Is waiting 60 days so can get a release to work some place else. Mother interviewed. Earns $45.00 semi-monthly. Didn't like other job - too much lifting and didn't pay enough money. Prefers Defense factory work.

951. Under Clerk - Procurement Control. Govt. Wright Field - Air Corps. Earnings $57.45 semi-monthly. Mother gets Widow's Pension (Spanish American War). Mother contributes Widow's Pension to household.

959. Clerk - Air Service Command - Govt. Air field. Worker has decided speech difficulty - speaks some words easily and at other times can scarcely get a word out. Says she always wanted to do office work but couldn't get a job, which could easily be understood from her negative appearance and speech defect. Worker from Minneapolis, Minn. Will remain in Dayton - provided job continues. Earns $62.65 semi-monthly.

960. Trained in Chicago, Ill. 13 weeks, prior to coming to Patterson Field. Instrument Technician - Govt.-Airfield. Earns $57.86 semi-monthly.

961. Instrument Technician - Govt. Airfield. Worker had 3 months paid technical training in Chicago before coming to Patterson Field. Says girls are all discontented - they aren't doing the jobs they were trained to do so "It's no wonder there's such a turmoil." Will go to Chicago if there is instrument work there. Otherwise, will go to California as she feels there will be many airfields there after the war and undoubtedly a field for instrument technicians. Earns $57.80 semi-monthly.

962. Instrument technician - Patterson Field. Govt. Airfield. Had 8 weeks paid training before coming to Patterson Field. Says girls all discontented because job is different from what they were told. Girls arent allowed to work on instruments they learned, but placed on other work they know nothing about. Also, recruiters did not tell girls how difficult transportation would be for them. Girls have to arrange own transportation (private rides) or ride busses - $3.00 to $5.00 a week. There is no method of transportation directly from Hillcrest Hall to the airfields. Earns $64 semi-monthly. Allotment from husband in service.

969. Stock Clerk - Ordnance - National Cash Register. Earns $35.00 week. Plans to return to college. From Flemingsburg, Ky. Residence after war depending on father's employment. Family owns home in Kentucky but they prefer to stay in Dayton, if there is employment here.

976. Clerk - Govt. Air Service Command - Supply Division. Worker quit because she was tired and work out. Hopes to find work that does not have such long hours. Residence after war depends upon wherever husband is transferred. May be to Oklahoma. They will stay in Dayton until then. Worker from Lebanon, Ohio. Earns $56 semi-monthly.

977. Clerk-Typist - Govt. Airfield - Supply Dept. Air Service Command. From Cincinnati, Ohio. Earns $50 semi-monthly. Residence after war depends upon husband's job. His home is in Cinti.but worker does not think they will stay there,although they will be there a short time.

SCHEDULE NO.	COMMENTS OF WORKERS	DAYTON

980. Worker will not stay in Dayton, Springfield, area, nor will she return to previous community as her trade has no opening or oppertunities there. She will go wherever there is work in her trade. Earns $67.86 semi-monthly. Worker is from Aurora, Illinois. Instrument technician, Patterson Field.

984. Inspector - Wright Field. Husband in service, has one child. Worker's parents have child with them in summer. Will get allotment from husband. Hasn't come yet. Earns $67.49 semi-monthly.

986. Clerk-Typist - Govt. Wright Field. Business course in addition to night school. Worker from Lebanon, Ohio. Earns $66.00 semi-monthly. Worker has two children. Receives allotment from husband in service. Residence planned after war, will be near previous community, although not necessarily in Lebanon.

987. Messenger - U. S. Engineers. Worker is saving money for old age, when she will not be able to work. Children grown and no ties to keep her home, Worker from Lewistown, Montana. Husband may be transferred. They will stay in Dayton until he is sent somewhere else. Worker over 50 years of age.

988. Clerk - Remington Rand at Wright Field. Worker receives 75¢ an hour. Has 4 children. Receives $140 allotment from husband, takes care of household expenses. All of money is used in this way.

989. Inspector - National Cash Register. Worker's husband in service. Receives allotment. Worker earns $40 week. From Montera, Tennessee. Off work due to pregnancy. Will return as soon as possible. Worker hopes to go back to old job if they will take her.

990. Tuning shafts (radio) Signal Corps - Govt. Worker is divorced. Earns $63.00 semi-monthly. Worker has one child. Mother takes care of it. One sister on maternity leave. Is earner and contributes to household usually. Husband should help support little girl ($8.00 a week.) So far worker has not received any money from him.

992. Clerk- Air Service Command - Govt. Airfield. Worker earns $48.50 semi-monthly. Husband at Wright Field. If he keeps his job, they will stay in Dayton. If not, they will return to New Burlington, Ohio, previous residence. Worker has 5 children. Older child looks after the two younger until worker returns. All attend school.

995. Stock Tracer - Patterson Field. Earns $72.60 semi-monthly. Worker is obtaining a divorce and plans to leave Dayton, but doesn't know where she will go.

997. Laundress - Wright Field. Husband has only been in service three weeks. On six months maternity leave. Likes her job very much and expects to return. Earns $60.40 semi-monthly. Has two children, whom Aunt cares for while working.

Negress

998. Negrets — Clerk - Govt. Air Service Command. Is restless when at home. Earns $58.47 semi-monthly. Worker has one small child, which a neighbor cares for. Worker sends some of earnings to her mother.

1001. — Elementary Teacher - Public Schools. Was employed as substitute teacher. For past two years has been teaching full time - still on substitute classification, as school board changed their policy and decided to use married teachers full time. Difference in dates indicate part-time work (since 1936) and full time (since 1942). Worker is saving for children's education. Earns $51.60 semi-monthly.

1002. — Filer and Burrer - Ordnance - Moraine Products. Left Moraine Products so can get a job at Frigidaire and work same shift as husband. Worker from Portsmouth, Ohio. Doesn't like to stay at home alone. Earns $51.00 week.

1003. — Copy Reader - Govt. Air Service Commance. Two years of typing in addition - to graduating from High School. Also private voice instruction. Worker apologised for being slow in answering questions - said she was so tired she couldn't think. Before moving to present location in Overlook Homes, worker and husband lived in Greenville, Ohio and commuted to work - 100 miles a day. Worker paid $20.00 a month for transportation. Husband an architect. Residence depends where work takes him.

1008. Negress — Maid - Van Cleve Hotel. During the interview, worker's 7-year old son proceeded to mop the kitchen floor. He went through the process very methodically, indicating that, that was part of his regular duties. Worker is from Jackson, Miss. Worker has 2 children 6 - 9 years of age. Husband not able to work full time. Worker earns $22.40 week.

1013. Negress — Vegetable Preparer - Elder & Johnson Department Store. Husband in State Hospital in Kentucky. Worker over 50. From Lexington, Kentucky. Earns $16.72 week.

1016. — Key Punch Operator - Govt. Signal Corps. Earns $47.00 semi-monthly. Wants to go to college. Saving now to do this.

1020. — Govt. Signal Corps - Clerk. Was hired as typist but not typing. One week out of three hours 12.00 p.m. to 9.00 p.m. Worker from Lore City, Ohio. Earns $54.95 semi-monthly. After war expects to return to Lore City, Ohio.

1021. — Clerk - Govt. Signal Corps. Earns $73.00 semi-monthly. Husband in service. Husband sends allotment. Allotment for child is sent to mother who cares for child. Plans to go to Columbus, Ohio, when war is over.

1025. — Clerk - Signal Corps, Transportation Division. Earns $60.00 semi-monthly. Worker is saving money for college.

1027. — Clerk at Mailing Desk - Signal Corps. From Upper Sandusky, Ohio. Hopes to be married, but will work for a while until husband is settled and able to support family. Prefers smaller office, where worker would have more varied work, and greater responsibility.

1029. Clerk - Signal Corps. Earns $63.40 semi-monthly. Worker helps in mother's support. Helps in brother and sister's Restaurant occasionally. $5.00 at least each evening. ($10 - $20 month usually earned in this way. Also usually receives $30.00 month for roomer in her apartment. Also worker has at least 8 hours month overtime. (Over 48 hours a week).

1030. Jr. Administrative Assistant - Signal Corps. Worker from Youngstown, Ohio. Earns $45.00 week. Worker will be married. Residence depends upon wherever husband's work takes him. Probably in Ohio.

1031. Jr. Calculating Machine Operator - Signal Corps. In addition to High School, worker attended business school. Comptometer Course 6 weeks. Earns $60 semi-monthly. Until father transferred, or worker is married, they will remain here. Worker has no definite plan of marriage.

1032. Assistant Clerk - Stenographer. Worker from Georgetown, Ill. Earns $56.00 semi-monthly. If worker is able to continue at present job, she will stay in present location. If not, worker plans to return to previous community.

1035. Clerk-Typist, Air Service Command. Besides three years in college, worker had 1 year business University. Plan Two Harbors, Minnesota, as residence after war. From Duluth, Minnesota. Earns $64.00 semi-monthly. Husband's allotment saved in bonds each time.

1047. Drill Press Operator - National Cash Register. Worker over 50. Earns $37.00 weekly. Worker wants to keep her job, "or any job at N.C.R." after the war if it's at all possible. Is enthusiastic about this Company. Two roomers pay $7.50 weekly total.

1052. Clerk - Lacy's Dry Cleaning & Laundry. Worker stays home one week out of every three months (app.) to get housework caught up. Earns $18 week. Has two children, who attend school. Worker home when children return home.

1053. Clerk-Typist, Wright Field. In addition to two years college, had six months library training. Worker is "crazy about present job" - likes it better than library work or school teaching (which she did for 9 years). Worker over 50. Earns $48.50 semi-monthly. Husband's health not too good. Saving toward old age. Pays $5.00 monthly hospitalisation and life insurance. Worker from Chillicothe, Ohio. Residence after war - depends on job.

1057. Assembly helper - Govt. Signal Corps. Worker stopped work as child was very ill. She hopes to be able to return soon. Worker is in a field job, working in the warehouse. Earns $25 week. Need money in home. Worker has three children, who stay at Day Nursery while she works. If there is an opening, worker will be taken back in old job.

1059. Negress — Cook assistant - Dayton Osteopathic Hospital. Worker had one year Normal school training and business course in addition to High School. Earns $43.80 semi-monthly. Two grandchildren 2 - 5 years. Daughter is dead. Worker is responsible for them.

1061. Stenographer - Govt. Wright Field. Aireraft Laboratory. Husband's home will be in New Jersey. Worker does not know name of community. Worker earns $52.50 semi-monthly. Expects to be married. Worker lives in sister's home. Brother-in-law in Army. Sister's husband sends allotment (brother-in-law of worker).

1064. Instrument Technician - Patterson Field. Worker had three months paid training prior to coming to Patterson Field. Worker from Washington, D. C. Earns $51.65 semi-monthly. Says she absolutely does not know where she will be after the war, as she has never lived more than 2 years in a place.

SCHEDULE NO. ITEM 12-a. MISCELLANEOUS REASONS FOR STOPPING WORK.

0003 Plans to marry. Fiance has recently been discharged from service.

0005 Husband has good job as civilian Gov't. worker. In charge of I.B.M. tabulation office at Patterson Field. Worker is only working to help war shortage of restaurant workers, but enjoys her work. Thought at first would do it at lunch rush only, then found was needed thru dinner hour. Children are 12 - 14, and she will have to stop working full day when school is out, but will continue lunch-work all summer and go back to longer schedule in fall. Makes good tips because likes to talk to people - finds them very interesting.

0010 Fiance in Navy in Hawaii - plans to marry after war.

0013 Worker engaged now to service man and plans to marry him at conclusion of war.

0014 When husband returns from service.

0020 Will be married June 1944, unless he goes overseas immediately; will not be married.

0026 May be married, will not work.

0039 Of own desire, when fewer workers are needed.

0048 When war job ends.

0049 Of own desire when fewer workers are needed.

0059 Of own desire when fewer workers are needed.

0073 May go to school, or get married.

0077 Of own desire when fewer workers are needed. (Retired teacher, back in October 1942, because needed substituting as teacher)

0081 Does not care to work. From Clinton, Tennessee.

0086 Will be married when war is over.

0088 When husband returns from service.

0089 Husband states worker will quit after the war. He doesn't know what she will say, but he is definitely going to have her stop work. Too hard on her and bad for the children. (Ages 6 - 9 years).

0091 May be married, if so will stop work.

0101 When husband returns from service.

0104 Plans to be married.

0105 Ex-Husband in service. Wants to stop work.

SCHEDULE NO.	ITEM 12-a. MISCELLANEOUS REASONS FOR STOPPING WORK.
0110	Of own desire when fewer workers are needed.
0116	When war job ends.
0125	Does not know. Will go to school, but not sure will continue working, after becoming a registered nurse.
0126	When war job ends.
0130	Wishes to return to farm with boy friend - now in Italy. Worker from Winchester, Ky. Worker lives with sweetheart's Aunt.
0136	When husband returns from service.
0139	When husband returns from service. From Monroe, Ohio.
0143	When war job ends. From Columbus, Ohio.
0144	Of own desire when fewer workers are needed. From Piqua, Ohio.
0148	Of own desire when fewer workers are needed. From Boston, Mass.
0164	Plans to marry.
0165	When husband returns from service.
0166	When war job ends - husband returns from service.
0279	When husband returns from service.
0282	When husband returns from service.
0286	When earner returns from service. Worker's home unusually attractively furnished and immaculately clean. Was baking pies when agent called. When agent remarked and how attractive the apartment appeared (5 sunny rooms) worker volunteered the information, that they only paid $12.00 monthly. She is trying very hard to save so when husband returns she can discontinue working. However, she warned, she will only stop work, on one condition, that they have enough money saved by then, to purchase a home and the necessary furniture.
0287	When earner returns from service. Worker from Moorestown, N. J.
0290	Of own desire when fewer workers are needed.
0291	Plans to marry and work for a year after marriage.
0293	When war job ends.
0297	When war job ends. Worker from Hazard, Kentucky.

SCHEDULE NO. ITEM 12-a. MISCELLANEOUS REASONS FOR STOPPING WORK.

301	When war job ends. From Flemingsburg, Kentucky.
318	Will be married.
319	When war job ends. From Piqua, Ohio.
320	Of own desire when fewer workers are needed.
329	Husband soon to be sent overseas. Probably in a month or 2, then worker will return to Evansville, Indiana, and take care of younger brothers and sister while mother works.
351	When war job ends. From Fremont, Indiana.
356	When war job ends. Daughter interviewed.
361	When earner returns from service. May be married after war.
370	Plans to marry.
385	Husband wants worker to stop work. Mother thinks worker will stop unless she is needed until other nurses are trained in orthopedic work.
386	When husband returns from service. From Cincinnati, Ohio.
3891	When husband returns from service.
393	When war job ends.
394	Of own desire when fewer workers are needed.
401	When husband returns from service.
409	When husband returns from service.
410	Plans to marry.
411	When husband returns from service. From Shiloh, Ohio.
414	When husband returns from service. From Marion, Ohio.
418	Plans to be married. (Man not in service.) From West Carlton, Ohio.
428	Expects to be married.
429	When husband returns from service. From Annapolis, Maryland.
431	Plans to marry. From Cannel City, Ky.
437	Providing husband returns, and is capable to working.
438	When the war is over.

SCHEDULE NO.	ITEM 12-a. MISCELLANEOUS REASONS FOR STOPPING WORK.
439	When husband returns from service.
450	Plans to be married.
451	Worker intends to marry Service man when he returns after the War.
457	When husband returns from service.
462	When husband returns from service.
470	When war job ends. From Bell County, Ky.
474	Boy friend in Merchant Marine. Plans to marry in about 6 months.
481	When earner returns from service.
485	When earner returns from service.
488	Plans to marry.
492	Of own desire when fewer workers are needed.
495	Job was given her with the understanding that she would not be needed when the men returned from the war.
498	Unless wages of husband are lowered and more money needed in home. Will stop if present wages are kept. Worker hopes to stop.
501	Will be married.
503	When war job ends.
504	When husband returns from service. Husband is Pvt. 1st Class.
505	When husband returns from service.
508	Of own desire when fewer workers are needed.
520	When husband returns from service.
524	When war job ends.
530	Expects to marry Service man.
531	Expects to marry service man and will not work.If anything happens to prevent marriage, then she will continue at present job.
534	Of own desire when fewer workers are needed.
538	Of own desire when fewer workers are needed.
541	Of own desire when fewer workers are needed.
545	Of own desire when fewer workers are needed.

SCHEDULE NO.	ITEM 12 a. MISCELLANEOUS REASONS FOR STOPPING WORK
549	When husband returns from service.
555	When war job ends.
556	Plans to marry.
559	Plans to stop work this Fall, will be out of debt and has no reason to keep working, as husband can support her.
563	When husband returns from service.
573	When war job ends.
574	When husband returns from service.
579	When husband returns from service.
581	When husband returns from service.
598	Building home and worker wants to enjoy her home after the war.
609	Son and worker have made home together. If son is all right, he will support her after the war.
633	Will be married.
639	Says she is already "so tired of working."
640	When war job ends.
656	Worker's children want her to quit.
661	When husband returns from service.
677	Husband expects induction./ Will stop when he returns from service. From Greeley, Colorado.Japanese-American.
686	When war job ends. Expects to go to Duluth, Minnesota.
690	Worker prefers to have a home and take care of it, rather than work. When husband returns from service.
693	Of own desire when fewer workers are needed.
697	When husband returns from service.
698	When husband returns from service.
707	Pregnant - will stop work in a month and return to work as soon as she is able, after baby is born.
712	Worker plans to marry in Fall and live in Greenwood, Miss.

SCHEDULE NO.	ITEM 12 a. MISCELLANEOUS REASONS FOR STOPPING WORK.
722	Will be married.
727	Will work a few months after husband returns to help get a start.
728	Of own desire when fewer workers are needed.
729	Will be married after the war. May work a short time until husband is settled, but will stop then.
734	May be married.
740	When earner returns from service. From Lucasville, Ohio.
748	When husband returns from service. From Perry,Ky.
751	Worker ill - expects to quit work at any time. Doesn't know "what's wrong" - but feels she must stop working as soon as husband returns to work. He was ill, but expects to resume work in week or two. From Springfield, Ohio.
753	Says she is disgusted with working for Gov't. and thinks she will quit,altho evaded any answer as to when implying that she knew she couldn't make as much money any place else and would continue though disgruntled. Worker and husband quite antagonistic. The reason for this attitude could probably be partially attributed to the fact that worker was injured on job - a severe leg injury which, though seemingly healed, bothers her a great deal.Worker has been placed on a sitting job since then. She only received $15.00 compensation which, according to her, was a small amount for an injury which had "crippled" her "for life." Also a war bond had been mailed her while she was off, and had evidently been lost. The office had given her the serial number and told her to write to the district office in Cincinnati, but she had not done it. Worker's husband said it was their (the office) business to see that that bond reached its destination and that worker should not do anything about it. Worker's husband insisted on reading over the schedule after it had been computed.
756	When war job ends.
759	Is working because she is needed. She went back to work with the understanding that she could be off whenever her children were ill, and that she could stop just as soon as fewer workers were needed.
760	Of own desire when fewer workers are needed.
761	Accepted job with understanding that it will be returned to a man after the war. Says general agent states women are doing such a good job of work in life insurance, that they will be indispensable, after the war. Feels it is because women are more conscientious and really "stick to" their work. Says women workers have reduced the debits of this particular branch office 100%.

SCHEDULE NO.	ITEM 12 a. MISCELLANEOUS REASONS FOR STOPPING WORK.
762.	When war job ends.
763	When husband returns from service.
764	Plans to marry. From Somerset, Ky.
769	Plans to marry. From Bartley, W. Va.
771	Worker will stop after the war if husband is able to make almost as much as at present.
773	Will be married in August.
774	Of own desire when fewer workers are needed.
775	When earner returns from service.
781	When war job ends. From Somerset, Ky.
785	When husband returns from service. From Pittstown, Okla.
786	When earner returns from service.
790	When war job ends.
798	As soon as Mother gives consent will marry and stop work. Mother says worker is much too young to marry.
803	Of own desire when fewer workers are needed.
806	Of own desire when fewer workers are needed.
807	When husband returns from service. From Hyden, Ky.
814	Plans to marry - fiance not in service.
817	Will probably quit momentarily. "Work entirely too hard and wages too low" - but "That's only kind of jobs colored people can get here."
823	When war is over.
825	Plans to marry.
829	When war job ends. From Newark, N. J.
832	Plans to marry very soon, but will work until job ends.
833	Plans to marry.
834	Will be married.
838	When war job ends.

SCHEDULE NO.	ITEM 12 a. MISCELLANEOUS REASON FOR STOPPING WORK.
840	When war job ends.
843	When war job ends.
844	When war job ends.
848	When earner returns from service. From Somersville, W. Va.
849	When war job ends.
850	Of own desire when fewer workers are needed.
853	Of own desire when fewer workers are needed.
855	Provided husband is able to obtain employment that will compensate him sufficiently so that they can live fairly decently. Worker has rather high living standard.
857	When husband returns from service.
859	Will be married.
871	Expects to marry. From Indianapolis, Indiana.
872	When husband returns from service.
873	Worker intends "to keep house" for widowed Uncle and his four daughters after the war.
879	Of own desire when fewer workers are needed.
885	When husband returns from service.
899	When war job ends. From Frankfort, Indiana.
900	Worker really ready "to quit now" - is "dead tired" - but "I am so badly needed - we really don't have enough help out there - it would be unpatriotic for me to stop."
901	When war job ends.
902	When war ends - if not before.
903	When husband returns from service.
908	When war ends.
910	Worker prefers to continue until war job ends, but maid who takes care of 8 year old son has announced she is leaving in June for Nurses Training. So far worker has been unable to find a new maid. If she is unsuccessful, then she will leave her job and stay home.Says it's more important than ever for some one to be home in June and afterwards because school vacation starts.

SCHEDULE NO.	ITEM 12 a. MISCELLANEOUS REASONS FOR STOPPING WORK to
911	When war job ends. Going to Eaton, Ohio.
916	When earner returns from service. From Philadelphia, Pa.
929	When husband returns from service. From Springfield, Ohio.
936	When war job ends.
938	Will be married. From Wilmington, Ohio.
939	Plans to be married.
940	Plans to be married.
941	Plans to be married.
948	Of own desire when fewer workers are needed. From Paducah, Ky.
952	Of own desire when fewer workers are needed.
956	When war job ends. From Erie, Pa.
964	If husband keeps job with good wages, worker will stop work.
970	When husband returns from service.
971	Plans to marry Service man.
977	When husband returns from service. From Cincinnati, Ohio.
979	When husband returns from service. From Peru, Illinois.
983	When war job ends. From Greyson, Ky.
984	When husband returns from service.
988	When husband returns from service.
1003	Of own desire when fewer workers are needed. From Greenville, Ohio.
1004	When husband returns from service.
1012	When husband returns from service.
1020	Tired already of working. Will return to the farm after the war, if not before. From Pore City, Ohio.
1021	When husband returns from service.
1030	Will be married.
1033	When husband returns from service. From Cincinnati, Ohio.
1035	When husband returns from service. From Minnesota.

STOP WORK DAYTON

SCHEDULE NO.	ITEM 12a. MISCELLANEOUS REASONS FOR STOPPING WORK
1037	As soon as worker can save enough to take care of herself in old age, she will stop work. Worker feels that when war is over, is probably when.
1039	Of own desire when fewer workers are needed. From Hyden, Ky.
1042	Of own desire when fewer workers are needed.
1045	When war job ends. From Baltimore, Maryland.
1051	When husband returns from service.
1061	Expects to be married.
1062	As soon as school is out will stop. Daughter starts to work at Wright Field this summer. If daughter can save enough to go back to school, worker will work until daughter is again working. Some one must take care of children. (3 children).

Worker divorced. Has two children. Employed Dayton Rubber - Ordnance. One child (now 11 years of age) was born with a "dislocated hip". He was kept in a hospital for several years. He now wears a brace on his leg "to keep the ligaments from drawing up." He did not learn to walk until 10 years of age, gets around rather well with one crutch, but has to be continually watched as he prefers to creep. He has never been to school, so cannot read and write. The School for Crippled Children will not accept him as he has "never been broken." Worker's husband in service.

628. Worker divorced. Worker attended Dayton Teacher's College. Employed as stenographer, Air Service Command. Has two children. Earns $50 to $55 semi-monthly. $5.00 week for the children (alimony). (Doesn't always get it.)

738. Worker is a widow. Oven Girl - Loose Wiles Biscuit Company. Has two children. Daughter of friend living in household gets children ready for school. Worker home when children return. Says she hopes to be able to send them to a farm for the summer; otherwise, she will have to quit work for the summer in order to care for them.

990. Worker divorced. Husband should help support little girl ($8.00 a week). So far worker has not received any money from him. Worker employed Tuning Shafts (radio) Govt. - Signal Corps. Child under 2 years of age.

COMMENTS ON ITEM #18 — DAYTON —

SCHEDULE NO.	AGE	M. S.	NO. OF CHILDREN	COMMENT
283	50 & over	Single	-	Brother interviewed. Brother not sure about this, but "thinks" worker contributes "all she makes." $41.50 week.
287	20-24	M.P.S.	0	Pools earnings with husband They pay $15.00 wk. for room and 2 meals a day. Earns $20 plus commission.
288	20-24	Single	-	Sends remainder of money home except what she needs for essentials. Earns $30 week.
291	20-24	Single	-	Does not save any money other than war bonds. Earns $29.45 week.
292	35-39	M.A.N.S.	0	Worker tries to save in addition to bond deduction. Average about $5 weekly or more.
293	40-44	M.P.N.S.	0	Worker just bought house. Is working to help pay expenses in connection with its purchase, repairs, and furniture. Earns $32 weekly.
294	45-49	M.P.N.S.	0	Feels family "has more" because her working. At present, they are remodeling their home.
296	35-39	Single	-	Gross earnings $225.00 mo. In addition to $140.00 mo. to household, has medical bills for mother.
297	20-24	M.P.N.S.	0	Worker spends practically all she makes. Earns $21.00 weekly. From Hazard, Ky.

Women's Bureau
U. S. Department of Labor
Washington

July 22, 1945

POSTWAR EMPLOYMENT EXPECTATIONS OF WOMEN EMPLOYED IN THE DAYTON - SPRINGFIELD AREA, OHIO, IN 1944.

(Information was obtained through home interviews with over 1,000 women) From a series of Postwar Employment Studies being carried on by the Women's Bureau.

Number expecting to continue to work in this area.

/1
71,000 women were employed in this area in Spring of 1944.
15,500 expect to withdraw from the labor market when their war job ends or their husbands or other wage-earners return from the service.
55,500 expect to continue to work and all but 6,000 of these in this area.

Comparison with 1940.

/1
37,600 women were in the labor force in 1940.
12,000 more or an increase of 30 per cent expect to continue to work in this area after the war.

Change in employment in manufacturing industries.

28,000 women were employed in manufacturing in 1944.
11,300 women were employed in manufacturing in 1940.

Proportion of women expecting to continue to work, by marital status.

Of the single women, 90 per cent expect to continue.
Of the married, widowed, and divorced, 60 per cent expect to continue.

Change in Government employment.

1,200 women were employed in the Government in 1940.
20,000 women were employed in the Government in 1944, mostly in the Army Air installations.

Source of women employed in war time.

More than half (55 per cent) were employed before Pearl Harbor.
The new workers were mostly school girls and housewives.
Of these new workers
2 of 5 were school girls.
3 of 5 were housewives.

/1 Exclusive of domestic employees.

Employment status of women expecting to remain in the Labor Market.

4 of 5 of all women employed in 1944 expect to continue.
9 of 10 women employed before Pearl Harbor expect to continue.
7 of 10 women not employed before Pearl Harbor expect to continue.
Of those not employed before Pearl Harbor
4 of 5 of the former school girls expect to continue.
3 of 5 of the housewives expect to continue.

Employment expectations of women now employed in --

Manufacturing industries

About three-fourths of the women in the war industry plants, and approximately the same proportion engaged in civilian production, expect to continue to be employed.

Government service

About three-fifths of the women now employed by the Government services expect to remain in the labor force.

Other industries

At least 9 of 10 women employed in 1944 in the service and trade industries plan to work after the war. This brings the estimates of these industries slightly less than those employed in 1940.

Economic status of women expecting to remain in the Labor Market.

Of the estimated 34,500 women living in the family household who expect to continue to work in the Dayton area, at least 9 of 10 of the single, of the married, of the widowed and divorced women, contributed regularly each week to the family household.

The proportion of these women contributors who gave regularly to the household 50 per cent or more of their "take-home earnings"---the money in their pay envelopes after deductions for taxes and bonds had been made--- varied according to marital status:

3 of 5 of all women.
3 of 10 of single women.
8 of 10 of married women.
7 of 10 of widowed and divorced women.

The extent to which women are the sole support of aged parents, sick husbands, dependent brothers and sisters, and children, is shown by the following data--

Of the women living in their family households,
31 per cent of the widowed and divorced were the sole contributing earners.
9 per cent of the married were the sole contributing earners.
6 per cent of the single were the sole contributing earners.

Composition of the prospective postwar women labor force

Age

About two-fifths are now less than 25 years old.
Nearly one-fourth are now between 25 and 35 years of age.
About one-fifth are now in the older group of 45 years or over.

Marital status:
About two-thirds are now single, widowed or divorced.
About one-third are now married.

Total time worked:
One-third have had jobs for less than 3 years.
One-half have been employed at least 3 years, and one-third for 10 years or more.

Living arrangements:
7 of 10 women are now living in the family household.
3 of 10 women are living apart.

Race:
4 of 5 of the women are white.
1 of 5 of the women are Negro.

In-migration:
6 of 10 women lived in the area before Pearl Harbor.
4 of 10 women moved to the area and more than half of these women expect to continue to work here.

Note: "Now" is time of interview in 1944.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

For release
July 22, 1945

Eighty percent of the 71,000 women employed in the Dayton-Springfield area of Ohio will want jobs after the war. Thirty percent more women plan to continue to work in the area than were in the labor force in 1940. The majority of those planning to work after the war live at home and contribute regularly to the support of the household. These are facts revealed by a survey conducted by the Women's Bureau of the United States Department of Labor in 1944.

In the Dayton-Springfield area, the survey revealed, the number of women employed in manufacturing more than doubled between 1940 and 1944, jumping from 11,300 to 28,000. The number employed by the Government increased from 1,200 to 20,000, with most of the new workers in Army Air installations.

Miss Frieda S. Miller, Director, of the Women's Bureau, stated that the Dayton-Springfield study is one of a series of personal-interview surveys of war-congested areas. The purpose of the surveys is to determine the experience, occupations, economic responsibilities, and postwar plans of women workers. Not only women in war plants were interviewed, but also those in trade and service industries, the Government, the professions, and the manufacture of consumer goods, and other traditional woman-employing industries.

The Dayton-Springfield survey showed that at least 9 of every 10 women employed in the trade and service industries planned to work after the war, as compared with about 3 of 4 of those in the manufacturing industries, and 3 of 5 of those in Government service. Miss Miller emphasized the fact that many women now employed in manufacturing or by the Government may be willing to work in the service industries after the war, provided the standards of those industries can be raised.

The national scope of the problem of women's postwar employment is shown by the fact that there are over 18,000,000 women in the labor force today as compared with an average of 13,000,000 in 1940. However, Miss Miller declared that the increase in women workers must be analyzed in relation to long-time trends for the country. Census records show that, with slight variations, the number of women in the labor force has increased decade by decade. The Bureau of the Census states that 1,500,000 of the women who entered the labor market during the war would have done so had there been no war, while about 3,000,000 became workers because of war conditions.

A large number of women have been part of the Dayton-Springfield labor force for many years. In 1940, more than 37,500 women in the area were employed or seeking work. More than half the women working in 1944 had jobs before Pearl Harbor. Nearly two-fifths of the women who entered the labor force after Pearl Harbor were school girls, while about three-fifths were housewives. Four of 5 of the school-girls plan to work after the war, as compared with 3 of 5 of the housewives.

Thirty percent of the women who will want jobs in the Dayton-Springfield area after the war have moved there since Pearl Harbor. About 10 percent of the women now employed there who will want jobs after the war plan to leave the area and work elsewhere.

Most of the women who plan to work after the war have heavy financial responsibilities, the study revealed. Of an estimated 34,500 living at home, at least 9 of every 10 of the single, of the married, and of the widowed and divorced contributed regularly to the household support. Of these women contributors, 3 out of 5 gave 50 percent or more of their "take-home earnings" to the household. Some of the women not living at home also made regular contributions to their families.

Typical circumstances which caused women to want to work after the war are indicated by the following cases reported to Women's Bureau representatives:

A machine operator is saving to buy and furnish a home. She has had heavy medical expenses during the past year, and has also made insurance payments for a brother in service.

The proprietor of a pie shop in a defense plant, sole support of a family of five, jokingly asserted she worked because she "enjoyed it."

A clerk must support herself and her son, who is in a mental hospital.

A saleslady helps her husband with medical expenses of his invalid father.

A typist and her husband have made their first payment on a farm, and hope eventually to be able to build a house.

A clerk at a mailing desk expects to marry, but will work until her husband is settled and able to support a family.

(WB 46-7)

Ohio

RFN

WOMEN'S BUREAU
SEP 16 1945
DEPARTMENT OF LABOR

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PROCEEDINGS

Of The

Ohio Institute On Postwar Employment

Of Women

- - -

Ohio State University - Social Administration

Building

- - -

June 23 and 24, 1945.

COMMITTEES

Program Committee

Miss Lauretta Banks, NAACP of Ohio

Miss Lena Ebeling, Personnel Women of Cleveland

Mrs. Fenton Fish, Ohio Council of Church Women

Mrs. Anna Freeland, Union Buyers' Club

Mrs. Roger Herter, League of Women Voters

Mrs. Joy Seth Hurd, Cleveland Diocesan Council of Catholic Women

Mrs. Mary Kelly, United Auto Workers

Mrs. Elizabeth Magee, Consumers' League of Ohio

Mrs. Bertha Perrin, CIO Auxiliaries

Miss Marie Reid, United Electrical Workers

^^Mrs. Charles G. Rose, Womanpower Committee, Cincinnati, Ohio

Mrs. Martha Townsley, Womanpower Committee, Lorain County, Ohio.

Miss Mary Schauffler, Womanpower Committee, Cleveland, Ohio

Mrs. Lee Schmidt, Ohio Federation of Women's Clubs

Miss Rosella Schock, International Longshoremen and Warehousemen Union

Mrs. Esther Schweitzer, International Ladies' Garment Workers Union

Miss Freda Smithburger, Womanpower Committee, Lorain County, Ohio

Miss Norma Vernon, Ohio CIC Council

Mrs. Keith Weigle, State Council of Parents and Teachers

Miss Marie Wing, Consumers' League of Ohio

Mrs. Ben Yenken, Ohio Council of Jewish Women

Chairman: Miss V. Freda Seigworth, YWCA

^Resigned

Arrangements Committee

Mrs. Alvah Petersen, Chairman - Y. W. C. A.
Miss Alma Herbst - Ohio State University
Mrs. Fenton Fish - Ohio Council of Church Women.

Saturday, June 23, 1945. 2:00 P. M.

Call to Order: Miss V. Freda Seigworth.

Greetings - Mrs. Howard L. Bevis.

FULL EMPLOYMENT - Panel

Chairman, Miss Elizabeth Magee, Secretary, National Consumers' League and Consumers' League of Ohio

Participants: Mrs. Bess Barr LeBedoff, Personnel Director, American Shipbuilding Company, Cleveland, Ohio

Dr. Viva Booth, Director of Business Research, Ohio State University

Jacob Clayman, Ohio C. I. O. Council

MRS. BESS BARR LeBEDOFF.

In assuming the responsibility for full employment in a postwar world, management must take the initiative in establishing authority commensurate with that responsibility. Towards this end, I believe a forward-looking management will present some form of job security to labor and, thus, prevent some form of government control. Job security should include yearly income guarantee and sick leave payments in order to maintain a decent standard of living for the worker. Industry must offer something beyond day-to-day existence to workers or see the day of free enterprise limited.

For any postwar plan, industry must first renew its present status in light of its future responsibilities. Matters for consideration are:

1. Reclaiming the rights of management relinquished to government during war. Industry must once again operate unshackled by anything other than an awakened consciousness of its responsibility to the customer, the stockholder, the community, and the employee.

2. Redefining the concept of "management prerogatives". Since to union leaders, "management prerogatives" has come to mean the autocratic right of the few to control the lives of the many and has been the basis for serious conflicts between labor and management, this phrase needs to be redefined in terms of functions of management in order to eliminate the objectionable implications of peculiar and exclusive privilege. Redefined "management prerogatives" would mean those rights or that authority which management must have in order to carry out its function of managing the enterprise. To emphasize this point of view, it is more desirable to refer to "management functions" rather than "management prerogatives." The rights of management are the rights of the employer as owner of the premises and the functions of management are those of the employer in so organ-

izing, arranging, and directing the various components - men, machinery, materials, and money - so as to achieve the objective of the business and its successful operation and survival. Management has a fourfold responsibility:

1) To the consumer - To produce a product that the customer wants at a price the customer is willing to pay.

2) To the stockholder - To make a profit so that the stockholders who own and finance the business will get some return on investment.

3) To the community - To maintain industrial peace, reasonably continuous employment and decent working conditions, and to support community institutions.

4) To the employee - To provide a reasonable work situation to meet the needs of employees.

Protection of management rights is not a matter of defending technical legal rights alone: it is a matter of protecting freedom and authority which management must have if it is to discharge its responsibility of managing the business.

3. The protection of managements functions through intelligent management of people.

The peculiar situation which seems to exist is this: The man or men at the very top of an industry invariably have a sincere and intense desire for better labor relations but the lesser executives both personnel and plant seem bent in "doublecrossing" the boss in his plans for improved labor relations. I believe that women have a very definite contribution to make towards bettering industrial relations. Changes needed to improve industrial relations are:

1) To improve the induction program by use of common, ordinary, old-fashioned courtesy.

2) To develop foremen as leaders with some understanding of the need to get and maintain the good will of employees, to satisfy their desire for recognition and respect, and to give them the opportunity for the best use of their abilities.

3) To bring out a clearer recognition on the part of the personnel department of its functions and to get a staff with the power and courage to carry them out.

It should be the function of this department to train foremen as leaders and to establish sincere, warm, personal relations with the workers. The latter function can only be attained through direct shop contrasts. The place for personnel women to learn about machines, operations, waste, scrap, production, safety, and people is out in the shop. The personnel woman must go into the shop, not as a "snooper" but as one genuinely concerned in the interests of the workers, liking them, willing to listen to their grievances, and having listened, to make an honest effort to do something about them.

Charts, tests and forms are helpful when used with discretion but to secure the wholehearted respect and cooperation of the majority of coworkers requires good, old-fashioned, small-town neighboring. Able, young women in industrial personnel have a toe-hold today in a future whose potential can only be approximated. In order for women to prepare for their postwar future, women must get down to earth, they must learn every detail possible about shops and machines, plant procedures, planning, production and costs, labor unions, and last, but not least, about people.

Management with its privileges of leadership and of private industrial profit has definite responsibilities towards the individuals who labor with management to make that profit possible. When management recognizes and accepts this responsibility towards its coworker, much of labor-management's trouble will be over.

DR. VIVA BOOTH.

In a changing, dynamic economic world, we are still clinging to an outworn capitalistic system that functioned when our economy was agricultural and we were a nation of owners. Three basis shifts have taken place: (1) The shift from an agricultural economy to an urban civilization; (2) The shift in occupations from agriculture to manufacturing and from manufacturing to services; (3) The shift from owners to non-owners of the means of production. In spite of these drastic changes, we still keep our old concepts of capitalism and laissez faire, trying to fit our expanding economy into the old framework. The following dates bring out the shift in occupations:

Year	Agriculture	Manufacturing	Trades & Serv.	Government
1815	35 per cent	19 per cent	22 per cent	2 per cent
1929	10 "	30 "	35 "	10 "
1935 (depression)	7 "	20 "	42 "	16 " (consumer purchasing power)

With technological advance there was need for less workers in agriculture and manufacturing, but for more in the trades and services. More things were done outside of the home. Beauty parlors, laundry and dry cleaning etc. employed more people and will continue to employ more. There is a great need for expansion in public services such as Public Health, Education, and Welfare.

From a nation of owners we have now become a nation of employees. (78 per cent employees and 22 per cent owners and manufacturers).

Another shift has been from the small owner to partnerships and huge corporations.

How much "savings" (pure profit) can our society stand? Collecting money and not spending it is not a virtue as far as our economy is concerned - may as well throw it in the ocean. Collecting money and spending it becomes consumer power. The tendency of business to sell high and pay low destroys consumer power.

The "cushion" (difference) between production per man and wages per man increased at a faster rate than wages during the decade 1919-1929.

Year	Average wage for earner	Production for wage job	Difference
1919	$1162	$2757	$1595
1921	1181	2639	1458
1925	1200	3114	1914
1927	1299	3304	2005
1929	1315	3607	2292

The figures above would indicate that industry can pay more wages (consumer power) without increasing cost to the consumer and without depleting savings for expansion, even though there are heavy corporate taxes. The corporate structure is in the best condition it has been for some time. Implications of these shifts:

1. That we are living in a dynamic and not a static society; that basic changes have taken place and are taking place which require changes in our thinking about social and economic relationships.

2. That producers and consumers are identical. They are one group with different functions.

3. That mass markets are a concomitant of mass production which has been made increasingly possible by technological advances. Mass workers arise in process of production.

4. That mass consumption depends on distribution of money to consumer. In order that the consumer can buy, new rules for distribution of money must be developed.

5. Government must be the agency of control.

JACOB CLAYMAN:

We must not think solely in terms of economics, but in terms of the individual. We CAN do the job to provide all that the human being needs. Why can't we gear our economy to full employment? We must throw aside outworn concepts. We have the raw materials and untapped resources for all human needs. We know what those needs are.

Industry wants full employment. Labor wants full employment. Labor, Agriculture, Industry and Government can do the job. We think of Government as an interloper. Government is community will - you and I in active participation. Labor, Agriculture and Industry on its own cannot do the job. Never did at best. Management fears Labor. Labor fears Management. Labor on its own does not have the know-how. Labor does not own the tools. Labor fears a conspiracy to eliminate Labor as a social and economic force. Labor and Management must have Government.

The Murray Full Employment Bill recognizes the responsibility of Government for a job for every man and woman willing and able to work within the free enterprise system. If private enterprise fails to do the job, Government must step in.

We will get full employment in America! Ordinary folks are going to demand it. Totalitarian governments have it. Will we get full employment the democratic way or otherwise?

Saturday, June 23, 1945. - 4:00 P. M.

FACTS AND FORECASTS FOR EMPLOYED WOMEN OF OHIO.

Chairman: Mrs. Alvah Peterson, Chairman, State Public Affairs Committee, Y.W.C.A.

Speaker: Mrs. Martha Ziegler, Regional Representative, Women's Bureau, U. S. Department of Labor.

MISS MARTHA ZIEGLER:

Countless times we hear that women will automatically leave the labor market when the war is over and return to their homes. Some of them will do that for a while. It is easier to say they will leave the market than to face realistically the many problems involved.

From The Women's Bureau, we know that the number of women workers has increased. In 1940 there were eleven million women workers with another two million seeking work. In Ohio there were 1,240,000 women working in 1945 as against 553,000 employed in 1940. It is estimated that 800,000 women, or 160,000 more than in 1940, will be in the labor force in Ohio after the war.

Ten cities have been surveyed by the Women's Bureau for the purpose of finding out how many women want to continue working after the war. In 1944, 12,000 women were interviewed by the Women's Bureau and in 1945, another 10,000. In five west coast cities approximately 80 per cent of the women intended to remain in the labor market.

One of the recent Postwar Employment Studies carried on by the Women's Bureau was in the Dayton-Springfield area which includes five counties. Results of this study, not yet published, were summarized by Miss Ziegler as follows:

1. Of 1150 women interviewed in manufacturing, trades, and service, 55 per cent had been employed before Pearl Harbor.

2. 71,000 women were employed in area in Spring of 1944; 37,600 were in labor force in 1940. (Exclusive of domestic employees).

3. 15,500 women expect to withdraw from the labor market when their war job ends or their husbands or other wage-earners return from service.

4. 55,000 expect to continue to work; 49,000 in Dayton-Springfield area; 6,000 elsewhere. Women in the labor force will be increased by approximately 13,000 over 1940 figures or by 30 per cent.

5. 28,000 were employed in manufacturing in 1944, 11,300 in 1940.

6. 20,000 women were employed in government in 1944, 1,200 in 1940.

7. 2 out of 5 new workers were school girls; 3 out of 5 were housewives.

8. Of the 1,150 women interviewed, 80 percent wanted to continue working. Some reported they would leave area but would continue working elsewhere.

   a. 90 per cent were single - wanted to continue on jobs. b. 60 per cent - married, widowed or divorced. c. 4 out of 5 of all women employed in 1944 wanted to continue. d. 9 out of 10 employed before Pearl Harbor wished to keep on working. e. 7 out of 10 employed after Pearl Harbor wanted to continue working: 4 out of 5 former school girls and 3 out of 5 housewives.

It was also discovered in survey that many of women needed to work because they had economic responsibilities.

a. 9 out of 10 were contributing regularly to family income. b. 3 out of 5 women contributed more than 50 per cent of their "take-home" pay to the household. c. 9 per cent of married women were sole contributors to the family income; 80 per cent contributed more than half of their "take-home" pay. d. Among the widowed and divorced, 31 per cent were the sole support of the family group; 70 per cent contributed more than half of their "take-home" pay. e. Among single, 6 per cent were sole contributing earners.

Other surveys were pointed out by Miss Ziegler to serve as comparisons to the Women's Bureau Survey.

The Economic Development Committee of the Indianapolis Chamber of Commerce made a survey in 1944. Eighty-nine firms (a 10 per cent sample) gave lists of their employees to whom questionnaires were mailed. A 35 per cent return was achieved. Seventy-seven per cent of the women workers wished to be employed after the war.

The Northwestern Life Insurance Company conducted a similar survey. Women 25 years of age and over from Chicago, Minneapolis, St. Paul, and a Connecticut area were questioned. Seven out of 10 of the women who responded to the survey indicated they wished to continue working after the war. These surveys show that there will be many women in the labor market in the postwar era.

In the Dayton-Springfield area, three-fifths of 20,000 in Government service wish to continue to be in the labor market. It is presumed that most of these workers are "white collar" employees. Manufacturing industries and Government jobs account for three-fourths of the increase of workers in the Dayton area. While most of the workers came from schools and homes, workers from service occupations have also moved into these jobs. Of those left in the service and trade industries, nine out of ten will probably continue in these industries. Studies of the Census Bureau indicate that the woman who has left the drug store, trades or service fields is reluctant to go back to this type of employment. A program which would in-

crease the attractiveness of these fields is needed, Miss Ziegler added.

In Dayton, many girls under twenty went into jobs before completing High School and many wish to remain in their jobs. Many observers are concerned about the young people who did leave school and it is hoped some system can be devised so that these young workers can go on with their school program. Such plan might help to remove temporarily some people from the labor market.

In the Dayton area 15 per cent of women working were 50 years of age or older. The increase in employment during war has come from the 14 to 20 year group and from the group of 35 years of age or older. Those workers between 20 and 35 have always been pretty much a part of our labor market. A large proportion of the older women work because of economic responsibility.

Negro women workers were the last to be employed and will be the first to be laid off. In 1940,two out of every five Negro women were employed as contrasted with two out of eight among white women.

In concluding, Miss Ziegler emphasized the economic responsibility of many women workers. In 1939 - 48 per cent of all male workers earned less than $1,000. From these figures it can be realized that change in prices or change in men's wages is necessary in the economic world in which we live.

Discussion.

MRS. SILLONS:

In the employed age group from 20 - 45 we will have to consider that this age group is less in war period because of armed service enlistment. This age group will be a large part of post-war labor market when service men and women return to seek jobs.

MRS. HURD:

The birth rate will be affected if 80 per cent of the women wish to continue to work. If the male worker could always have steady employment women would not have to seek jobs.

MISS MARY CORRE:

Miss Corre pointed out dangers to family life when both male and female members of family work. This point was emphasized by Mrs. George Nelson who said that studies in England indicated that when mothers were employed there was a greater incidence of emotional instability among children. Mrs. Nelson also stated that household work has always been presented as unattractive and that other compensation should be pointed out.

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Saturday, June 23, 1945. 8:00 P.M.

TRAINING AND PLACEMENT

Chairman: Miss Mary Corre, Director, Vocational Guidance Service, Cincinnati Public Schools, Cincinnati, Ohio.

Speakers: Miss Lena Ebeling, Personnel Director, Sherman-Williams Company, Cleveland, Ohio.

Dr. Ernest L. Bowman, Special Field Representative, War Manpower Commission of Ohio.

MISS LENA EBELING: EMPLOYMENT

The primary function of a public employment service is to reduce the waste of time, effort, and money in bringing jobs and worker together. The extent to which it can accomplish this purpose depends not only upon the efficiency of its own personnel and organization, but also upon the degree to which employers cooperate to permit it to become a factor of real importance in the labor market. As it is able to develop its service, it can speed up the employing process by centralizing information about openings and by providing a clearing house for those seeking employment in the local market. In that way it can eliminate much of the expense and loss of time involved in unorganized job hunting and labor recruiting. Since the advent of unemployment compensation, the employment office is assured of direct contact with the greater part of the available labor supply, so that the principal needs are now the increase in the efficiency of its own staff and the close cooperation of employers in advising it of available jobs.

While the large and well-known concern may normally have sufficient applicants at its establishment to enable it to fill ordinary openings, this is frequently not the case for the more specialized types of positions in which shortages more readily occur. Here, even the employer who maintains an elaborate employment office of his own can benefit by the aid of a public employment service with widespread contacts. Through the service, the small employer, who has a less developed employment system can gain access to the main labor pool of the community.

As its staff becomes more experienced, the public employment service should aid the employer in a second way, by lessening the volume of misfit hiring, and thereby help to reduce needless labor turnover. The employment office through its records of available workers in the area should be able, better than any other agency, to assist the employer in locating the right person. A third function of public employment service is the guidance of the transfer of labor. Through the development of an effective clearance system, employment offices can be kept informed of the location of labor shortages, and can substitute a directed movement of workers, selected according to definite specifications, for the unguided roving and migration of labor characteristic of the past.

Quite as important as the shifting of labor from one locality to another is the transfer or workers across occupational and industrial lines. This transfer involves both an acquaintance with the types of employment in which shortages or surpluses exist, or are imminent, and an understanding of the similarities and differences in the skills required in a wide range of occupations. As this information becomes more adequate, the employment office will have a valuable guide in shifting workers among occupations. This type of

service should become of great assistance both in hastening the vocational readjustment and the reabsorption of workers displaced by technological change and in increasing the volume of temporary employment of persons employed in seasonal industries.

A fourth function, and one of the utmost importance, is that of vocational guidance of the young. In the past, in most communities the youth about to enter his working career has had no reliable source of information and advice on occupations and industries, the qualifications demanded, the conditions of employment, rates of compensation, and opportunities of advancement. No agency should be in a better position to meet this need than a properly staffed public employment service in constant contact with the labor market. Vocational counseling should not be considered a by-product or side line of employment service, but a fundamental obligation of the organization.

Public works programs afford a fifth field of activity for a public employment service, of special importance during times of depression. In fact, one of the first tasks which arise in launching a large public works program is to set up machinery for the selection of labor. Few projects are so simple that just anyone can be employed, and, if they were, there would still be the problem of providing an orderly procedure for recruiting workers and preventing outside labor from flocking to the scene of activity. If the work is to be performed with reasonable efficiency, it is essential that care be exercised in selection. Public employment offices are the natural agencies to handle this phase of the program.

Another purpose served by a comprehensive system of employment offices is that of developing statistics and other types of information about the labor market. These data are useful for vocational guidance and rehabilitation, the planning of apprenticeship and vocational training programs, the transfer of workers from declining areas, the formulation of public works programs, and for many other purposes.

Looking into the future, many students of the employment problem believe that an efficient public employment service will tend, through the eventual organization of the labor market, to minimize the size of the labor reserve and hence to reduce the volume of unemployment. The contention is this: In order to operate successfully and meet peak demands, industry must have a reserve of labor available to satisfy its maximum requirements. In practice, each industry, and in a measure each establishment, tends to attach to itself a body of workers on whom it can call in times of increased activity. As a result, many small labor pools are created. Through the development of central employment offices these pools can be merged, and the needs of industry can be satisfied with a smaller aggregate labor reserve. In times of prosperity, therefore, industry can expand beyond existing limitations imposed by the size of the labor supply and can gradually absorb into regular employment a portion of the former reserves, thereby reducing the number of casual workers and lowering the normal level of unemployment. This, however, assumes a higher degree of organization of the labor market than is likely to be attained by public employment services for many years, but it represents an important long-range objective.

Finally, a strong nation-wide employment service is essential to the administration of unemployment compensation and to any broad attack upon the problems of unemployment.

The primary objective of any employment service is placement, which represents the successful completion of a series of processes in bringing together workers and employers; it is the yardstick by which the efficiency and value of the service must chiefly be measured.

Complete and accurate information about employers' openings is as essential to placement as adequate registration records. In general, experience indicates that placements can be handled most satisfactorily if the interviewer who makes the selections and referrals for the occupational group also takes the orders. Employers feel they get better service when they have direct contact with the interviewer who makes the selection.

An interviewer will make the best placements if he has visited an employer's place of business and knows about working conditions and the type of worker the employer tends to hire. Each establishment develops its own personality and individuality by the type of employees it selects. Selection of applicants for referral on employers' orders must be based solely on ability to do the job.

Orders for sub-standard jobs come from many industries, but are most common in domestic and personal service. A public employment office must not attempt to dictate to employers what they should pay; nor should it assist in lowering labor standards by trying to fill sub-standard openings. In taking such an order an interviewer may well point out to the employer that the office may have considerable difficulty in filling it because applicants are insisting on higher wages or different working conditions.

If organized employment service is to accomplish its purpose, the local employment office must be more than a point where workers and jobs may meet. It must be an agency whose service proves its own usefulness and commands the confidence of employers, employees, and the community. To attain its proper position in the labor market requires competent and vigorous management, capable and well-trained personnel, and effective local organization and procedures.

The influence of management in the Employment Service sets the pace, the spirit, and determines the effectiveness of placement activity. No matter how capable individual staff members may be, they will not achieve maximum results without leadership, supervision and the coordination of their efforts. The primary responsibility for direction, of course, rests with the manager of the office,- and his importance increases with its size.

The success of employment service largely rests on the ability of the interviewers in the local offices. Unless salaries are sufficient to provide a capable technical personnel, employment service will never be able to fulfill its obligation as the central agency for placement and vocational counselling. Good employment interviewing, counselling and placement requires skill, special training in techniques and experience - therefore must pay.

Lay participation has always been considered a very important part in the proper functioning of a public employment service. There have been advisory councils on the national level and state levels. The ability of a local advisory committee to render useful service depends upon the local head of the U.S.E.S. From our experience in

Cleveland, we are convinced that community participation in the U.S.E.S. is a must.

At the end of the war, there will be close to 143,000 more workers in Cleveland than before the war. Of this number, some women will wish to leave the labor market, older workers will retire, some young people will return to school and immigrants will return to their own communities. It is anticipated in the Cleveland area that 225,000 people will change jobs: 140,000 war workers plus 85,000 returning service men and women. From this will be subtracted the number leaving the Cleveland Labor Market.

For Ohio, it is expected that the number to change will be 950,000: 500,000 war workers and 450,000 veterans. This figure represents 40 per cent of total number employed in 1940. The comparable per cent for Michigan is 60 per cent.

Such dislocation presents many baffling social problems to be solved. Solutions suggested:

1. Adequate employment centers for placement and guidance.
2. Retraining of war workers for different occupations.
3. Gradual contract cutting.
4. Withdrawal of women (married). ✓
5. Encouragement of young workers to return to school.
6. Speedy removal of government war controls over industry.
7. Public Works program as supplement to private industry.
8. Promise of definite number of jobs by private industry while retooling.

DR. ERNEST L. BOWMAN. TRAINING

Since October, 1943, 10,000 workers per month have been leaving Ohio war industries (some army inductions). 20,000 left in August, 1944. This drop in employment reflected the optimism over the European campaign. While the number of workers has been decreasing, production has been steadily increasing.

Four Tasks of Manpower Commission:

1. Locating need for workers in war industry
2. Locating potential workers
3. Transferring them where needed
4. Keeping them on the job at maximum efficiency

We do not know about postwar employment. We can only make shrewd guesses. Employers think women will still have a solid grip on clerical jobs except where technical skills are required in combination. After the war, women will hold monopoly on jobs in assembly of delicate mechanisms, inspection, and operation of light machines - jobs where they produce more than men.

There will be wide-open opportunity for women with one or two years of college as junior technicians, laboratory assistants, etc. Commercial designing will be a good field for women. They need two years in art school.

Four forms of training are supported by government during war. It may be that government supported plans will end July 1.

1. Vocational training for war production workers. Tendency is to encourage public schools to take over under Smith-Hughes Act. This would be revolutionary to schools because they theorize too much and include too much culture. It would mean an emphasis on job needs rather than cultural values. Agriculture, trade, industrial, and distributive education, and Home Economics are subjects included.

2. Engineering, Science and Management, War Training Program - training of technicians at college level. More technical education to be provided by industry and student financing, possibly as university extension work.

3. Training Within Industry Program - Job Instruction, Methods, Industrial Relations Training. Industry is sold on the value of it now and will be carried on at employers' expense when government's program is discontinued.

4. Apprenticeship - training service - a prewar service and will continue. Doesn't affect women much.

United States Employment service through its 83 offices in Ohio placed from 60,000 to 100,000 each month. Ohio has oldest free public employment service in U. S. First service offered in 1890. In 1935 Public Employment was made a national system. During war was under W.M.C. Various suggestions now being made about its future services: one that it become an advisory service to employers about employment, since so many employers have no personnel department.

Sunday, June 24, 1945. 10:00 A. M.

STANDARDS OF EMPLOYMENT

Chairman: Mrs. Clyde C. Shively, Ohio League of Women Voters, Columbus, Ohio.

Speakers: Miss Martha Ziegler, Regional Representative, Women's Bureau, U. S. Department of Labor.

Miss Elizabeth Magee, Secretary National Consumers' League and Consumers' League of Ohio.

Miss Christine Walker, U.O.P.W.A. International Representative in Ohio.

MRS. CLYDE C. SHIVELY:

The attitudes of management, labor and government relative to standards are reflected in legislation. In the public interest both good legislation and adequate enforcement are essential. For adequate enforcement, there is need to increase number of enforcement officers and to train them for this work.

MISS MARTHA ZIEGLER:

Miss Ziegler referred to her Saturday talk for a factual background. The most important standards for employment she said are not those set by law, but by personnel policies.

Importance of good personnel policies was brought out during early war years when expansion was so rapid. The lack of opportunity for selection of employees at first resulted in the development of sketchy training plans later. Adequate training plans for the new type of workers without previous factory experience had to be developed.

Good personnel policies, applicable to male and female include

(a) Availability of wholesome food within the plant
(b) Transportation plans
(c) Good placement procedures.

These have been adopted in many plants because of the competition for scarce manpower and have proved their worth. Women's Bureau Bulletins cover requirements on hight work, weight lifting, etc.

Already the trend for women's employment is away from the heavy industries where they have been well paid during the emergency. Women displaced by cutbacks in aircraft production will have to find other places. This shifting from manufacturing into service industries will mean a sacrifice in wages, although the wage levels for service industries and domestic service are now higher than pre-war. These wage increases should be maintained.

Conditions in the service industries must be made more attractive, working conditions improved. Domestic service can be improved by group action among women without legislation. The Chicago Household Employer's League, sponsored by the Y.M.C.A, is an example. Each employer member agrees to: (a) Standard pay; (b) Standard hours; (c) Vacations; (d) A certain standard of work is required of the household employees.

Minimum wage laws are still important to women workers. The Federal Fair Labor Standard Act still does not cover most of them, particularly in Service.

Equal pay legislation has been introduced in many states. Five states now have such laws. The Pepper-Norton Bill, which asks for the "rate for the job" was recently introduced in Congress to cover Federal fund employment. Enforcement of such laws is difficult but not impossible. The best form for rate for the job legislation is still debateable. Social workers and teachers need protection to insure salaries more commensurate with training required for their work. Illinois has just passed a law establishing $1200 as a minimum.

MISS ELIZABETH MAGEE:

The Ohio Minimum Wage Law, which was passed in 1933, is a good law but suffers from bad enforcement. Only four orders have been issued under the law. These orders established rates for laundry workers, dry cleaners, restaurant and cafeteria workers, and for beauty operators. These orders need revising to bring them up to date. They are hopelessly out of date. The minimum rate for laundry workers in 1944 was still 27 1/2 cents an hour.

Mimeographed copies of average hourly earnings in 1943-1944 in Ohio cities for workers in laundries, hotels, restaurants, drug, grocery, department, clothing and limited price variety stores, and in office buildings were distributed. This material was compiled by the

Consumers' League of Ohio.

Present machinery under minimum wage law provides for new boards to be called from time to time. New boards will be needed to set up standards in new fields, particularly for workers in retail stores and for confectionary workers.

Some states such as Washington and Oregon have miscellaneous boards.

Minimum wage laws should cover men as well as women. It may seem unbelievable that any man would be paid less than the minimum wages set up for women. Yet we know that it is true. In New York by the "back door", the law provides that no man shall be paid less than provided for in any law regarding women's pay rates.

Where labor bills met with little success in the State Legislatures, more pressure has recently been put on a minimum wage for men and women.

Rhode Island is the only state which so far has adopted over-all minimum wages for men and women. No state has passed a model State Fair Labor Standards Act. Minimum Wage laws apply in Ohio only to those industries in inter-state commerce which come under the Federal law, and to the four special industries which come under orders in this state.

MISS CHRISTINE WALKER:

White-collar workers' wage scales are at a disadvantage during wartime, and are further threatened upon reconversion. The conference method for settling disputes about reduction or wages will apply mainly to organized groups. White-collar workers, because they are largely unorganized, will have their wage level decided by management only.

Since it is agreed that strikes are no longer the way for labor to gain recognition, legislation and arbitration are expected to gain the demands of labor. This program lessens the disagreement in methods between organized labor and white-collar workers.

How can white-collar workers have their fourth freedom--"Freedom from Fear"-when they are worried about their status under reconversion and in a possible depression? The Pepper-Norton Bill, backed by the unions, is to the interest of white-collar workers as well. The chief opposition to union membership among professional and white-collar workers is based on loss of prestige. Miss Walker believes women workers should be represented by women.

Sunday, June 24, 1945. 1:00 P.M.

COMMUNITY FACILITIES FOR EMPLOYED WOMEN.

Chairman: Mrs. Fenton Fish, Chairman, Industrial Committee, Ohio Federation of Protestant Church Women, Columbus,O.

Speakers: Mrs. Joy Seth Hurd, President, Cleveland Diocesan Council of Catholic Women, Cleveland, Ohio.

Mrs. L. D. Martin, Chairman, Health Department, Council of Parents and Teachers, Toledo, Ohio.

Miss Marie Wing, Attorney, Social Security Board, Cleveland, Ohio.

MRS. JOY SETH HURD: DAY CARE CENTERS

Mrs. Hurd reviewed the history of the day care movement, particularly in Cuyahoga County; its expansion under WPA during depression years when many mothers had to work outside the home to bring the family an income, and the extension of centers during the war under the Lanham Act. The provisions of the Lanham Act have been extended by Congress on a 90-day basis, renewable each 90 days during the emergency. When Lanham public funds withdrawn, day care centers cannot continue at present rates of fifty cents a day per child. Since many mothers will have to continue working, day care centers must continue to be provided in the community. At present 52 per cent of the mothers of children in the centers are in war production work and 48 per cent in essential industries.

Mrs. Hurd pointed out the effects on the family when mothers must work away from home and urged community action to assure adequate wages to the wage earner so that two incomes are not needed to support the home decently. She emphasized the function of the mother in developing children for citizenship. In the questions, it was brought out that many mothers are the only wage earners in the home. As Mrs. Hurd had suggested that war plants should send home first mothers of children, the question was raised: "Who in any war plant is to decide which women are to go home first?" Under senority rules, need for child care and need for added income are not taken into consideration. Mrs. Fish emphasized the need to educate school boards in each locality to accept their responsibilities for pre-school age students and after-school supervision for older children. In response to the question, "What will be done when Federal funds are no longer available for day-care centers?", Miss Magee answered that the Boards of Education can handle this on a community basis.

MRS. L. D. MARTIN: PUBLIC SCHOOL LUNCHES

Mrs. Martin brought up the necessity for school lunches for health and nutrition. The P.T.A. has been promoting legislation for school lunch programs. An Ohio school bill recently passed included subsidies for school lunches. Many schools run lunch programs which are not subsidized by the State or Federal Government. In Toledo for instance, she knows there are as many schools where the lunch program is not subsidized as where it is. Eight hundred and ninety-two schools in the State now serve meals on a subsidized basis. Certain requirements must be met by school lunch programs which qualify for the subsidy. They must be non-profit schools; must match Federal with local or State funds (in Ohio these funds must be local); and must match the type of lunches prescribed following the basic seven nutritional principles.

Community donations in kind are counted toward matching funds. More red points are granted to Federally subsidized lunch rooms because their protein and fat balance requirements to meet the basic seven exceed the usual red point allotments. Mrs. Martin recommends that lunch rooms be tied in with educational programs. The lunch

room is not a relief program. Poor nutrition showed up as much in high income families as in low income families on school checkups and in draft physical examinations. The responsibility should be placed on the State Departments of Education to use the lunchrooms as part of an educational program in proper nutrition.

The Unwin-Flanagan Bill, House Bill 3370, now pending in Congress ties the nutrition program into the general educational program. Any school or P.T.A. desiring help in starting a lunchroom program will find excellent material in government publications obtainable from the Superintendent of Documents. The County Nutrition Committee is available to make surveys where there is a demand from parents, P.T.A. and other groups for action on the lunch program.

MISS MARIE WING: SOCIAL INSURANCE AND PUBLIC ASSISTANCE PROGRAMS AVAILABLE TO WOMEN WORKERS

I shall give you tonight a brief outline of social insurance, public assistance, and one or two other programs administered by the state or Federal governments, which particularly affect employed women. This is really by way of a reminder as to programs with which those attending this institute are undoubtedly already familiar. I shall hardly do more than mention each one and then refer you for full details of these programs to printed matter on hand for distribution. You may wish to request larger quantities of such printed matter to distribute to all members of your organization. I stress this matter because it seems most important that the women in our communities know of these services and opportunities available to them.

Unemployment compensation is a federal-state cooperative program as provided by the Social Security Act and the State Unemployment Compensation Law. Benefits for eligible unemployed workers, both men and women, now range from a $5.00 minimum to a $16.00 maximum per week, depending on the worker's earnings. The maximum amount that any worker may receive is 18 times his weekly benefit amount. Legislation now being considered by the Ohio Legislature proposes to increase the minimum weekly benefit to $7.00 and the maximum to $21.00, and the maximum duration period to 22 weeks.

When women workers become unemployed it is important that they immediately register at the nearest U. S. Employment Office where representatives of the Ohio Bureau of Unemployment Compensation will take their claims. There are many more details about this program that should be carefully studied in the information booklets furnished by the Ohio Unemployment Compensation Bureau.

Through 58 offices and 33 branch offices of the U. S. Employment Service in Ohio, women workers may register and be referred to jobs for any type of work whatever. This service is without cost.

Old Age and Survivors Insurance covers millions of wage and salary workers in this country, and their families, under the Social Security Act. Monthly benefits go to any qualified worker at age 65 or over, to his wife at the same age, and to his young children. Women workers when they become 65 are eligible for retirement benefits in their own right. I shall briefly list the various types of benefits under this program to which women in various relationships are entitled

(a) Women workers 65 years or over who have worked in covered employment at least one half of the period since June 1, 1937, to the time they become 65 years old or to the date they retire. The amount of monthly benefit will be a percentage of their average monthly wage plus a credit for each year of coverage.

(b) Wife of a wage-earner who retires if the wife is 65 or over, or when she reaches 65. In this case the additional benefit paid to her is one-half of the amount paid to the wage-earner as his monthly benefit.

(c) The widow of a deceased wage-earner if she is 65 or when she becomes 65, receives a monthly benefit equal to three-fourths of the monthly benefit amount to which the wage-earner was entitled.

(d) The widow of a deceased wage-earner, no matter what her age, if she has minor children of the wage-earner in her care. In this case she receives a monthly benefit equal to three-fourths of the deceased wage-earner's benefit.

(e) A deceased wage-earner's children up to 16 years or age, or 18 if they are still in school, are entitled to a monthly benefit amount equal to one-half of the wage-earner's monthly benefit. These children's benefits are paid to the widow for the use and benefit of the children. The total amount a family may receive cannot be more than $85 a month or 80 per cent of the wage-earner's average monthly pay.

(f) The mother of a deceased wage-earner if wholly dependent upon him at his death, is entitled to a monthly benefit equal to one-half his monthly benefit provided she is 65 years old or over, and that he leaves no widow or minor children entitled to such benefits. The Social Security Board has recommended that the act be amended to reduce the age at which women in any of the above relationships may receive monthly benefits from age 65 to 60.

Aid to Dependent Children is a federal-state cooperative program provided for in the Social Security Act, by which the federal government matches dollar for dollar amounts paid by states as assistance to needy children. Under the Ohio law a child must have been deprived of care or support because of the death of a parent; because a parent is unable to work by reason of physical or mental illness; or because support cannot be secured from a parent who is continually absent from the home. A child must be living with his own parents or with a relative by blood or marriage, and must be under 16 years of age or between 16 and 18 regularly attending school. There is no limit set by the state law for the amount which can be paid for such children's assistance except that it must be based on their need. Under the Social Security Act the amount the federal government can pay is limited to $18 a month for the first child in a family and $12 for each additional child. Such aid is applied for at the county offices of Aid to Dependent children. These payments can be used as supplementary to the child's insurance benefits under the old age and survivors insurance program administered by the Social Security Board.

Vocational Rehabilitation is available to all disabled persons having an employment handicap. The Federal office of Vocational Rehab-

ilitation is a unit of the Federal Security Agency. It works in cooperation with the states by the allocation of federal funds for grants in aid to states to be used for vocational rehabilitation. The program includes retraining of handicapped persons, medical and surgical diagnostic services and treatment by practicing physicians, also hospital care and vocational counselling. The headquarters of the Ohio Vocational Rehabilitation Bureau are in Columbus and there are local offices in most of the counties of the State, through which application for such service may be made.

Summary I wish to emphasize the great need for members of all women's organizations to know as much as possible about the programs outlined above, and to pass on this information to women who can avail themselves of such services or aid. Unless such information is widespread, many women go on for months or years without having the help they could have just because of lack of knowledge that it is available. Citizens are often critical of government agencies, whether Federal or State, for carrying on so-called publicity campaigns. If government agencies are not authorized to spread such information, it behooves citizens' groups to carry the good news of helpful programs to their friends and neighbors. It is important to remember also that all knowledge on the part of citizens as to service or aid programs administered by the government makes for a higher standard of administration. I wish to remind you again that details of all these programs may be found in the pamphlets and printed matter which are here for your convenience.

Sunday, June 24, 1945. 2:30 P.M.

Chairman: Miss V. Freda Seigworth.

Speakers: Mr. Randle E. Dahl, Regional Employment Analyst, Bureau of Labor Statistics, U. S. Department of Labor.

Miss Mary Schauffler, Chairman Womanpower Committee, W.M.C. Cleveland, Ohio.

MR. RANDLE E. DAHL. POSTWAR EMPLOYMENT AND STATISTICS ON EMPLOYMENT

The question of postwar employment is a huge one, and is part of the whole problem of our postwar economy. There has been a great deal of talk about full employment in the postwar period. Full employment represents a condition of employment which has never been reached in peacetime years. The great problem of full employment will take all of the patience, intelligence, and unselfishness which our society and its segments can achieve.

When we think of postwar employment, we must think of such pressing economic problems as:

1. Our huge government debt and its effect on our general fiscal policies and practices, and the possibility of a relatively heavy federal tax program for an indefinite period after the war.
2. The greatly increased productivity of the American working man.
3. The possibility of a postwar inflation rising from inflationary factors existing in our economy.
4. The possibility, also, that we may enter a period of postwar deflation caused by some of the deflationary factors existing in our economy.

5. The large number of women and children who have joined our working force.
6. The serious dislocation in employment resulting from wartime strains and industrial concentration.

The demobilization of the military forces and of industrial workers present a problem of great magnitude as is made apparent in a recent pamphlet issued by the Bureau of Labor Statistics, entitled "Relative Severity of Postwar Demobilization by States". Large numbers of women have entered industrial employment and, according to recent studies by the Bureau of Labor Statistics and by Women's Bureau, many of these women hope to stay in industry. He also pointed out that the results of the war were adversely affecting our important social asset of an educated youth.

In a recent speech, Commissioner A.F.Hinrichs of the Bureau, indicated certain actions which might be helpful in smoothing over some of our postwar employment difficulties. Mr. Hinrichs suggested:

1. The need of adequate facilities for re-employment, particularly, a strong employment service and the provision of financial aid in relocating workers.
2. Necessity of training and retraining persons demobilized from industry or the armed services in various peacetime skills.
3. The use of every means to keep temporary employment at a minimum after hostilities cease.
4. The importance of sound, contract, termination policy on the part of the armed services.
5. The desirability of controlling and expediting withdrawals from the labor force, particularly of women and children.
6. The control of additions to the labor force, in order to slow down new entrants, especially by encouraging the two and one-quarter million boys and girls, who enter the labor market each year, to continue their education.
7. All possible effort to expedite the rate of recovery of private enterprise.
8. The development of a public works program to produce employment where and when needed.
9. Encouragement of business to make fairly definite commitments for hiring individuals at some future date after necessary retooling has taken place.

The postwar prognostications of a number of our leading economists and research institutions show no agreement as to what they expected our postwar economic picture to be. There are so many disturbing factors in our economy that future development cannot be predicted. So much depends upon the policies and practices adopted by government as well as those adopted by private industry.

Mr. Dahl briefly reviewed the statistical information which the Bureau of Labor Statistics has made available to the public; the price and cost of living information which is regularly gathered and published by the Bureau; the wage information and wage studies of individual industries in various areas which are currently being published; the employment statistics which the Bureau has published for many years, and the new program of state employment statistics upon which the Bureau is now working. The speaker had brought with him copies of the various publications about which he talked, and these were made available to those attending the conference.

MISS MARY SCHAUFFLER: WHAT THERE IS TO DO

This Institute has been sponsored by about fifteen different women's organizations of the State. It demonstrates how these groups, although striving for various specific objectives, can work together on a common problem. It is hoped that cooperation will not cease at the end of this Institute, but that it may be continued on a local as well as a statewide level to the end that conditions of employment for women may be improved and advanced in the postwar period.

Many suggestions for cooperative effort have been made by the speakers of this Institute. Only a brief summary of these suggestions can be given here.

Before action should come understanding. To understand our present economic order and the reasons why increasing numbers of women are working outside the home, it was pointed out that there must come a recognition of the meaning of the basic changes that have come about in the shift from an agricultural economy to an industrial economy, from a nation of owners to a nation of non-owners, and from the redistribution of workers among the major industrial groups. Such understanding will tend to break down many of the prejudices which are the survivals of attitudes developed in an agricultural economy and which prevent a reasonable approach to present day problems of working women.

A major problem of working women is full employment but this can only be attained if there is full employment for all workers, men as well as women. Full employment means mass production with mass purchasing power to absorb the goods and services made available by mass production. Further, we learned that, due to advances in technology, increase in average annual wages can be attained without raising the prices of consumers' goods.

If there if sull employment, then there will not be the problem of finding jobs for unemployed women but there will be plenty of others. Problems which will call for concerted action. Some of these may be briefly mentioned.

1. Problems of discrimination against women in getting and holding certain types of jobs, in wage rates, in opportunities for training, and in advancement. Certain groups, such as married women and Negro women, will feel the weight of discrimination more heavily than others. In the case of Negro women, discrimination in shop and office is merely an extension of community race prejudice to a particular situation. Here is one area where every member of every woman's organization can help by striving against race prejudice.

2. Problems of Retraining. Many workers who have only the skill acquired on a war job will need retraining for another type of work; some war workers will need refresher courses before returning to former type of work. Retraining raises three questions which must be answered specifically for each community: In what businesses or services are there job opportunities for women? For what particular jobs do they need training? What agency or agencies in the community are equipped to undertake training? To find the answers to these questions is a significant task for any group of women to undertake for their community.

3. Problems of Counselling and Placement. Job counselling for displaced women war workers and their placement are functions of the United States Employment Service. By visiting local public employment offices and talking with applicants, women's organizations can determine how effectively these functions are being carried out. U.S.E.S. can perform these functions satisfactorily if the community demands it.

4. Problems of Conditions and Standards of Work. Of the many aspects of these problems, wages and practices of personnel departments have been emphasized in particular. New minimum wage boards need to be appointed in this State to bring minimum wage rates in service industries into line with wages in other types of work. In supporting efforts to get new wage boards appointed and in striving for better conditions of work in domestic service, especially, women's organizations have an important field of endeavor.

5. Problems of Community Services for Working Women. Since the evidence presented leaves no doubt that more mothers will have to work after the war than did before, it is of major social importance that their children be adequately provided for while the mother is at work. By seeing that day care centers for pre-school children, school lunches and after-school centers are provided for the children of working mothers, women's organizations can render a significant social service to their communities. The dissemination of information in regard to financial aid available to mothers and children under the Social Security Act is another task that has been suggested as appropriate for women's groups to undertake.

Discussion. Mrs. Fleming of the League of Women Voters suggested an exchange of legislative information and action to support legislation toward joint aims. Miss Corre mentioned our responsibility to educate the housewife-employers to decent standards for house-workers. Miss Aikin suggested one group in each community issue a community information sheet periodically as a service to workers at point of release. Information on retraining opportunities, expanding industries, improved housework standards, community facilities, and opportunities for counselling will be welcomed by the worker who wants to know where to go next. Personnel workers will be glad to distribute the information to the workers they must release.

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Information Given at the U. S. Employment Service, Sidney, Ohio, August 21, 1942 — Mr. C. M. Seving, director

There are three industries in Sidney which are using women in direct war production:

1. Copeland Refrigerator Co. - This company started using women as machine operators 3 years ago and now has almost full machine shop coverage with females. It averages 100 to 140 women who work on lathes, boring mills, borematics, single & multiple spindle drill presses, & lapping machines. The company is planning a marked expansion when it opens its new carburetor dept. in which 90 90 of the production force will be women. These women will be trained briefly at the Vocational Ed. National Defense Training School, & then given further training on the job by the "key-man helper" system.
2. Stolle Corp. - Women have been used on assembly work at this plant for the last 5 years. They assemble the workable metal parts used in parachutes (bend & solder the wires), do tin-plating of mess kits, and perform packing, inspection, and packing operations. Because this work is clean and slacks & other safety clothing is not required, this company gets a high class of women who otherwise wouldn't work at all. Most of them have children.

3. Monarch Machine Tool Company — Mr. Sering stated that recently he has been sending 10 to 15 women per day to Monarch. He says this company does not use women trained in the Vocational School, but has 92 key training people of its own who instruct new employees by means of photography, large wooden micrometers on which trainees learn how to use the real instrument, & all kinds of other equipment. (The company did not tell agents about this).

It is estimated that the three companies (Copeland, Stolle, & Monarch) will need a total of 1200 more women this year.

Other industries in this area, not producing directly for the war effort, but employing female labor are:

a candy plant
a cigar factory
The Wagner Mfg. Co. (skillets & cooking utensils) — 14 women.
Sidney Paper Box Co. — 19 women.

Mr. Sering stated that there will not be more than about 75 female transfers from these plants to the three war industries.

Labor Supply

1. Female — There are enough women in the 5 counties surrounding Sidney (Logan, Auglaize, Mercer, Darke, Miami) to supply all industrial needs, according to Mr. Sering. "Women in the neighboring counties are "crying for a chance to work." The female labor supply in Logan County (location of Sidney) as indicated by the active file of the Empl. Service numbers 300.

2. Male - The supply of local male labor has been exhausted for 2 years. Approximately 5000 of the workers in Sidney are now commuting from 10 to 35 miles by private car & special buses. The active file of the Empl. Service numbers only 200 men, all unskilled, & most of whom are handicapped through age or physical deformity. These men are now employed at odd jobs, but want to get into industry. Mr. Sering stated, however, that Logan County probably has greatest use of its man power than any other county in the U.S. Approximately 2,000 of its workers hold two jobs — preacher, attorneys, farmers, & postal employees work one shift in a plant in addition to keeping up their other jobs.

According to Mr. Seving, the active file of the Employment Service is low because he does not want to excite the labor supply ahead of its use. He thinks this causes turmoil and trouble.

Sidney will lose some of its commuters as these find war work nearer their own homes. Neighboring cities in which such work is rapidly becoming available are:

Lima – a Gov't. arsenal located here

Bellefontaine – A.J. Miller Co. just received a contract for motor boat hulls.

Marion – Ordnance plant which will employ 30,000 people

Troy – Contracts for lumber & electrical devices placed here.

Dayton – War activity of all kinds.

In addition, the draft is making serious drains on the male labor supply in this area.

Mr. Seving believes, however, that in spite of the increasing losses of male labor, there will still be a sufficient number of women to supply industrial needs.

National Defense Training School
Sidney, Ohio

Mr. Seving of the U. S. Employment Service stated that the machine shop course for women was set up primarily to train workers for the Copeland Refrigerator Company. It has been open only 6 weeks. There are two classes, each accommodating 20 women. The women attend 3 hrs. per day, 5 days per week for a period of 3 to 5 weeks depending on their ability to learn. Hours are: 8:30 a.m. to 11:30 a.m. – 1st. class
6:30 p.m. to 9:30 p.m. – 2nd class.

Any woman between the ages 18 & 65 may enroll. The training given is purely a machine shop course in the use of hand tools & the operation of lathes, drill presses, etc. Mr. Seving stated that they are having difficulty in keeping trainees at the school now because women can get a job at Monarch Machine Tool Co. at the same beginning rate as they are paid at Copeland Refrigerator Co. after having completed the machine shop course. In order to control the supply of labor, however, and have the women a little advanced when they start work, the Employment Service, in making referrals to the plants, is going to give

preference to those who have attended the training school.

Agent made a visit to the Vocational Training School and contacted Mr. Burkhart, the director. The course is given in the machine shop of the Sidney High School. Equipment in the shop which women use is as follows:

1. Four Monarch Engine Lathes - Women learn all lathe operations
2. Five Logan Lathes
3. One Cincinnati Radial drill
4. One small Delta drill - Copeland Re-frigerator Company will use women on many of these.

Mr. Burkhart gives the girls 10 days of instruction in the principles of blue print reading and machine operations. The women use as classwork the blueprints they will be using when they start operating the machines. In this way they do get some set-up work because they have to follow through on the prints, but Mr. Burkhart says they do not get enough to become anything but a machine operator.

After the first 10 days, the women are put on the machines. They do bench work only as it comes in with the machine jobs themselves. They file off burrs, cut off ends of pieces with hack saws, do hand tapping, and perform simple lay-out work, such as laying out the center line of holes for drill work.

At the time of agent's visit, there were no women in the class. Agent was told that no women have completed the course to date and that not more than 3 or 4 of those who have started will graduate. The others have already secured jobs.

Mr. Burkhart thinks his main job is to see that the women get over being timid around the machinery. He says women can be used advantageously in machine shops if they are kept as machine operators on production work, but he doesn't believe that women will ever progress very far along the line of doing set-up work.

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Note:

Mr. Plotkin presented the attached report at the Governor's Safety Meeting - 5/2/50.
He was a member of the Engineering Committee and felt that they had stressed the "mechanical factors" of safety without considering what he called the human factors.
This report caused the most discussion of reports of any presented. It was decided to make it a supplementary rather than majority report.

(Miss Ziegler was very pleased with Mr. Plotkin's report and since I had an appt with him for the same afternoon, I told him about Ziegler & Kleaver in the Women's Children's Div. I returned to the meeting with him and we found Martha Ziegler & Eleanor Kleaver so they could talk with him about points he had presented. Mrs. Kleaver had worked with Mr. P. for a short time but he did not know of her present position or that of Miss Z. He was pleased to know about them and their standards and said he'd be glad to co-op with them and also, W.B. at all times.)

JOHN P. HARDING
Hotel
MANAGEMENT
KEN. WILLIAMS, Man. Dir.

Thought you might want this for file data.

Attention - Mrs. Hilton
Miss Rodgers
Miss Spencer

MINORITY REPORT

Submitted to the Engineering Committee

by

A. Plotkin,
General Organizer, Midwest District, ILGWU-AFL

Co-Chairman: Subcommittee on Methods of Integrating Safety

Into

Production and Industrial Organizations

May 2, 1950
Processing Conference on Ind. Safety
Chicago, Ill.

RE-MP

INDEX

MINORITY REPORT

Submitted to the Engineering Committee

By

A. Plotkin
General Organizer, Midwest District, ILGWU-AFL,
Co-Chairman: Subcommittee on Methods of Integrating Safety into Production and Industrial Organizations

		Page
I.	Preliminary Remarks	1
II.	Questions to be considered in Integrating Safety to Production.	2
A.	Physical Factors: Seats for women workers; Retiring Rooms and couches; Pregnant women workers; Weight Lifting; Lunch room facilities; First aid and Medical Facilities; Posting Notices	2
B.	Hours and Intensity of Labor: Eight hour day for women law; Child labor law; Hours of work for minors; Rest periods; Night work; Accidents and Speedup, incentive pay, etc.	2
C.	Especially the helpless Workers Groups and Worker's Morale Children at work; Learners and Apprentices; Minority Group Discrimination and Occupational Hazards; Accidents and workers morale.	5
III.	Special Studies (Recommendations)	6

RT-MF

MINORITY REPORT
Submitted to the Engineering Committee
by
A. Plotkin

I. Preliminary Remarks

A. The Governor's Conference on Industrial Safety, following in the footsteps ot the President's Conference held in March 1949, has stressed the mechanical features of accident prevention and safety rather than the human factors. This was due to several reasons which include, among others, the following:

1. Mechanical factors are easily analyzed and safeguards are or can be easily secured. Many states are lacking in even these elementary matters.
2. Factory inspection can easily detect mechanical defects and not so easily defects in worker's morale or in personnel relations.
3. It is desired to secure legislation which the state can enforce in the cheapest and most efficient manner.
4. Employers who have resisted enforcement of safety have constantly stressed the human factor of "carelessness" and "negligence" on the part of the employee.

B. Nevertheless these human factors can not be overlooked. It is a fact that safety is connected with speed and intensity of work; with extent and hours of work, with fatigue and strain; with the relationship existing between employee and employer or between employee and employee.

C. Supporting this viewpoint is Appendix A giving excerpts culled from "Safety and Production" a report by the American Engineering council, Harper and Bros., 1928. Although the book was published some twenty years ago these remarks remain appropriate today, especially when one considers the authoritative character of the association issuing the book.

D. The general remarks made above will perhaps explain why there is no principal Technical Committee established at this Conference which deals with matters of personnel and human factors (except the Technical Committee on Education and the committee on Program and Services which have to do more in carrying out a program of"educating" "Ignorant" and "careless workers") and why this matter has been relegated to a subcommittee on Integration of Safety to Production.

RE-MP

E. Even this subcommittee on Integration of Safety to Production, from its very title, may not necessarily consider all the human factors Labor may desire to have considered, unless alertness and vigilance are shown. The title is very ambiguous and may as well imply the subordination of safety to production as the subordination of production to safety. While production should not suffer, in fact should increase if safety is insured, nevertheless safety should be considered as a prime item in the productive process.

II. Matters which may well be considered by the Subcommittee on Integration of Safety to Production:

A. Questions of physical arrangements which have to do with reduction or amelioration of fatigue.

1. Seats for women workers. This is provided for in a number of states. In Illinois the law states that female minors under 16 years of age who work must not be made to stand continuously for eight hours. This should be made a general provision for all female workers.

2. Retiring rooms and couches. A properly equipped and adequately spaced restroom should be provided for women workers. See Appendix B, below, for the model given by the American Conference of Governmental Industrial Hygienists.

3. Proper safety and health provisions should be provided for in the case of pregnantwomen employees.

4. Weight lifting. Some States have laws which limit weihgt lifting required from women to no more than 25 pounds or equivalent strains.

5. Restful lunch room facilities. It is not enough that lunch facilities should be provided in an adequate and healthful manner but that the lunch place should be quiet and restful. Much additional strain could thus be avoided by the workers and they could return to work feeling refreshed and not made more nervous and tense so that accidents rates become higher.

6. Proper and adequate first-aid and medical facilities must be provided. In the larger plants a nurse and doctor should be available; in the smaller, or in industries where accidents are fewer and less serious, complete and qualitatively sufficient first-aid kits should be at hand.

7. All notices posted should be put in plain and legible American so that they can be easily understood by all workers without the aid of legal interpretation.

RE-MP

B. Questions that deal with the hours and intensity of labor.

1. The 8 hour day for women law with its 48 hour week provisions should be strictly enforced and modifiedso that the present day exemptions are removed. In the case of the canning industry (one of those exempted), for example, there is allowed a ten hour day and 60 hour week for 4½ months. Such drastic provisions are not necessary even though perishable food must be treated in season and not allowed to rot. The extensions should be only for 9 hours a day, maximum 48 hour week for women and then only if there is a dire need, if the canners cannot obtain other workers, and only if the Department of Labor can check week by week to see whether these emergency conditions actually continue to exist. In the present period of growing unemployment, especially, there is no need for these exemptions without safeguards.

2. The same study should be made under the Child Labor Law to remove the exceptions and exemptions to be found therein, or, if they are to continue to be allowed, then to be allowed only during periods of emergency found to be so by the Department of Labor.

3. It is my opinion that the police powers of the State so far as they embrace the safety and health of the people of Illinois, can include the limitation of hours for male workers as well as for female workers (certainly for minors under the age of 21 for males and under 18 in the case of females) so that maximum hours of 12 in any one day and 60 in any one week can be set by the state. While this may have to undergo court test in the light of the Laissez-Faire doctrines of the courts established in the 19th and the early 20th centuries, I feel that today there is a chance to make such legislation stick if properly enacted.

4. Rest Periods. Two rest periods during the parts of the day when fatigue is such as shown by the records that the accident rate is highest can well be established by state law. The rest periods may be from 10 to 15 minutes in duration each and should be considered as part of the regular working time. During the war rest periods were found to be of great value. Production was not lost thereby and many large plants keep up the practice to this day.

In regard to rest periods, certain additional rest periods should be established when overtime work is done by employees working over ten hours a day.

The 8 hour day for Women Law states the the employer can break up this 8 hour working period as he sees fit. Thus, there is nothing to prevent an employer from having a work schedule as follows:

From 10 am to 2 pm and from 8 pm to 12 midnight and then for the following day from 12:01 to 8 am. Thus, the woman worker may work legally from 12 to 16 hours at a stretch at the employer's whim, provided this schedule is in two successive calendar days. Obviously this is nonsense. Whenever the working

RE-MP

day is broken up sufficient rest period and sleeping period should be given the woman worker for full recuperation. Not less than 12 hours should be allowed between the termination of one day's work and the beginning of another day's work.

5. Night work. This should be forbidden to women between the hours of 10 pm and 6 am. It has been found that accidents tend to increase sharply in night work.

6. Accidents and speed of work are, as we have seen, directly correlated. Speed of work, on the other hand, is directly bound up with methods of payments. Where piece rates are low, for example, a worker may be driven to such speed as to encourage accidents. It is the same with incentive payment schemes and other methods of speed-ups. While perhaps, no special legislation can be suggested on this question, since any move for the elimination of such speed-up practices is bound to meet with terrific resistance, at least studies should be made that would attempt to show the relation of accidents and sickness to speed and pace of production.

In Illinois there is a law on the books that deals with a fair minimum wage for women and minors. As now written this act contains many weasel words that make enforcement very difficult, if not impossible. But what is a fair minimum wage for women and minors must certainly be determined not only in the light of the minimum costs necessary to maintain health, given a certain pace of work, but also in the light of the increased costs necessary to maintain health when the pace of work is increased to levels imperiling health. Higher pace of work must logically entail higher danger to health, that in turn require higher costs of protection.

C. Questions pertaining to protection of specially helpless groups and workers morale:

1. Children at work are especially helpless. Accident rates show a great jump forward in the case of children between the ages of 17 and 18 who are allowed to work under the law. A Child Labor Law that would forbid children under 18 from working without special permits could well be enacted. These special permits could be granted only to minors between the ages of 16 and 18 and be rigidly restricted to emergency cases and situations so found and declared by the Department of Labor.

2. Learners and apprentices are another especially helpless grouping. New workers always show a higher accident rate than old timers. Legislation and rules can be adopted making training of safety procedures compulsory upon the management until the worker reaches normal standards in safety procedures and practices. This can be done in a number of ways, as, for example, by increasing the compensation benefits 50% in cases of injuries to learners and apprentices and minors under a certain

REMP

age so that the employer will make doubly sure that safe procedures and practices are being carried out by these groups of workers. Again, before persons can leave the stage of learner and apprentice there should be an examination held in safe practices and procedures by the party interested to make sure they are thoroughly understood and carred out by the persons involved. Speeds of work that might endanger the learner, the apprentice, and the minor must be forbidden until safe practices and procedures are found to be an automatic part of the behavior of such persons.

3. Discrimination against and segregation of minority groups whereby certain groups only are given hazardous and dangerous occupations must also be condemned from the viewpoint of safety and health. In these cases it is found that the measures that ought to be taken to protect against these hazards and dangers tend to be overlooked or poorly executed. The end of discrimination and segregation practices coincides with increased safety and other considerations as a rule and also helps worker's morale, which in turn aids safety.

4. Accidents and worker's morale are definitely interrelated. This morale is greately aided when the workers are protected by unions of their own choosing. Studies should be made to show the relation ot the accident rate in Illinois to the question of whether workers in the given plant are organized or not.

III. Special Studies (Recommendations)

The Governor's Conference on Industrial Safety is intended to be an annual affair; safety campaigns are to be continuous in order to reduce accidents as much as possible.

In order to guide the Conference and those concerned with accident prevention and with safety measures, the Department of Labor should have a budget that would enable it to make certain studies that can be reported on and be considered. I suggest that the following studies would prove enlightening and profitable:

1. Relation of accidents to production increases; relation of accidents to speed and pace of work.
2. Relation of safety to methods of payment: piece work, incentive schemes, bonuses.
3. Relation of accidents to special groups: Children and minors, learners and apprentices, segregated groups.
4. Study of unsafe "short cuts" deliberately undertaken by workers, with analysis of causes.
5. Study of relation of safety to speed points and production targets.
6. Relation of safety to unionization in the plant establishment.

RE-MP

Many fruitful studies can be suggested on this general subject, but the above can be of particular value at the present time. These studies should be urged for the U.S. Bureau of Labor Statistics, as well as for the Illinois Department of Labor.

In conclusion I suggest the following literature:

1. Collective Bargaining Provisions -- Safety, Health and Sanitation Clauses, U.S. Department of Labor, Bureau of Labor Statistics (1949) Washington, D.C.
2. Safety Subjects: Bulletin # 67of the U.S. Department of Labor, Division of Labor Standards, Washington, D.C.
3. House Bills, H.R. 3853 and H.R. 4997, 81st. Congress, 1st. Session. Government Printing Office, Washington, D.C.

I also suggest that you get from the Illinois Department of Labor the following material: Preliminary Conference on Industrial Safety held December 14 & 15, 1949 in Chicago and a copy of the Illinois Labor Laws.

RE-MP

ILLINOIS

GOVERNOR'S CONFERENCE ON INDUSTRIAL SAFETY

May 1 and 2, 1950
Chicago, Illinois

REPORT OF THE COMMITTEE

ON

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Vice-Chairman - John Fewkes
Secretary - Irving Joffe

Frank Annunzio, Director
Illinois Department of Labor

Adlai E. Stevenson, Governor

REPORT OF COMMITTEE
ON
EDUCATION

TABLE OF CONTENTS

	PAGE
LIST OF MEMBERS -	ii
INTRODUCTION -	1
SUBCOMMITTEE #1 - SAFETY EDUCATION IN SCHOOLS -	3
SUBCOMMITTEE #2 - SAFETY EDUCATION PROGRAMS FOR LABOR -	15
SUBCOMMITTEE #3 - SAFETY EDUCATION BY EMPLOYERS-	20
SUBCOMMITTEE #4 - SAFETY EDUCATION STANDARDS FOR PROFESSIONAL SAFETY ENGINEERS -	24

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COMMITTEE ON EDUCATION

INTRODUCTION:

The first meeting held on the afternoon of December 14th, 1949, found the members of the Committee on Education unanimous in their decision to divide the work into four categories in order to expedite performance. These are schools, employers, labor and professional safety personnel.

Subcommittees prepared reports and made specific recommendations for the safety education problem in Illinois.

Inasmuch as human behavior plays such an important part in the majority of all accidents, safety education of necessity will be a deciding factor in achieving our common goal for the 50% reduction of accidents by 1952. Further and continuing benefits will accrue as our young people enter industry, safety minded.

I know that I and the members of this committee will have great personal satisfaction in watching the results which will be forthcoming as the recommendations of this committee are not only adopted, but put into effect.

I wish to extend special thanks to all the members of the committee, particularily Vice-Chairman, Mr. John Fewkes, Subcommittee Chairman, Dr. Wayne Hughes, Mr. Charles Cannon, Miss Maida Steinberg and the members of their individual groups have made an outstanding contribution to the State of Illinois in their response to Governor Stevenson's request to serve on this committee. Mr. Irving Joffe and other members of the Department of Labor staff are also to be commended for their enthusiastic cooperation.

I N D E X

SUBCOMMITTEE #1 - SAFETY EDUCATION IN SCHOOLS

		PAGE
I.	INTRODUCTION	- 3
	A. Purpose	- 3
	B. Role of the School	- 3
II.	ELEMENTARY SCHOOL	- 4
	A. Environment and Instruction	- 4
	B. Compulsory Safety Education (State Law 1947)	- 4
	C. Recommendations	- 4
III.	SECONDARY SCHOOL	- 5
	A. Environment Increasingly Important	- 5
	B. Operational Safety Measures - Shops, Laboratories, Etc.	- 5
	C. Recommendations	- 6
	D. Conclusions	- 9
IV.	TEACHER EDUCATION	- 9
	A. Teacher Education in Safety	- 9
	B. Recommendations	- 10
V.	ENGINEERING COLLEGES	- 11
	A. Educational Problem	- 11
	(1) Safe Environment	- 11
	(2) Integration of Safety	- 11
	B. Recommendations	- 12
	(1) Safety in Curriculum	- 12
	(2) Campus Safety	- 13

SUBCOMMITTEE #1 - SAFETY EDUCATION

I N S C H O O L S

1. INTRODUCTION

A. PURPOSE:

The Education Committee of the Governor's Conference on Industrial Safety endorses the recommendations and action program for schools of the President's Conference on Industrial Safety. The Committee believes the school program in Illinois should be in line with and based on the recommendations of the President's Conference and has adopted that report as the program guide for Illinois. Recommendations of the President's Conference have been made specific to fit conditions and circumstances in this state.

B. ROLE OF THE SCHOOL:

The American School, through its various levels of education, is the best organized agency to reach in an effective manner, the largest percentage of the population. It is estimated that 1 out of 4½ persons is in school at any one time, and between the ages of 5 and 17 years, 85 percent of all persons are in school.

The school's responsibility is pointed out in the 1940 American Association of School Administrators Yearbook, on the topic "Safety Education." Under the heading "A Point of View on Safety Education," the yearbook includes the following quotations:

(1) "Experience shows that many accidents are preventable through a program of education."

(2) "Instruction in safety is an essential part of the modern school's program of producing good citizens."

(3) "The determination of the character and the extent of school safety program and the selection of teaching methods to be used are professional responsibilities of educators."

(4) " The school has a responsibility for systematic instruction in all aspects of safety."

It is generally accepted that the school's primary responsibility is to educate the youth of today in a manner which will enable them to meet successfully not only their immediate needs, but likewise their more involved problems of later adulthood.

The schools have a dual responsibility in safety education. They must provide and maintain a safe environment not only as a basis for accident-free operation of school activities, but as an example of safe working condition. Thus, not only are the possibilities of student injuries reduced, but at the same time the student gains emphatic impressions of safe working conditions and any future relaxation of standards is apt to be readily apparent so that an impulse toward correction of the substandard condition exists.

Secondly, there is the responsibility for safety instruction. In many areas of education the planned program of safety instruction is perhaps better developed as an integral part of many subjects rather than as a distinct and separate subject in itself.

Obviously, the principal desired outcome of any program of accident-prevention instruction is the reduction to the lowest possible minimum of the number of fatal and injury accidents to pupils in the course of their school activities, and to these same pupils through their more mature years when they are employed and in many cases are the heads of families. Similarly, it is to be expected that through a greater awareness developed by schooling they will be less prone to become unwilling victims of occupational disease.

This objective can best be realized by the widespread acceptance of the part education plays at its various levels and in its many varieties, of its responsibilities in accident prevention. In many areas such as elementary schools, secondary schools and college programs in liberal arts, where the relationship between instruction and industry is comparatively remote, the effort should be directed toward a firm foundation of general safety including an understanding of the impact of the accident, regardless of where it occurs, on the individual, the family, the community, etc. In other areas of education where industrial activities and functions are more closely simulated, the opportunity for the development of safe industrial work habits, the maintenance of safe industrial working environments and other phases of the industrial safety program can and should be integrated into the instruction and environment of the student as he prepares for his or her place in industry.

II. ELEMENTARY SCHOOL:

A. Provision against accidents at school, and instruction in the safe performance of life activities is an obligation and justifiable goal of education. If the aim of education is to prepare children for life, to provide experiences through which children become equipped for citizenship in democracy, or to teach children to do better those desirable life activities, it is obvious that instruction in safe living is an essential part of education at each level. A wholesome, positive attitude toward safe living, learned as a child, is likely to persist through youth and adulthood.

B. Several years ago, our state legislature passed a law making the teaching of safety education for the equivalent of one school period weekly, compulsory in all public schools in grades kindergarten through ninth. An interpretation of the law stresses the fact that safety is in all school functions and that it must permeate all subject matter and be an integral part of all school activities. The interpretation also indicated that the instructional program should cover all phases of safety education, including traffic, safety at school, recreational safety, bicycle safety, safety at work, seasonal safety, and safety during special occasions.

C. To Promote an Adequate program in the Elementary Schools of Illinois, it is recommended that:

(1) Safety education be made an integral part of all subject matter in the elementary school, and that safety must be a definite part of all school activity.

(2) This Conference, in co-operation with the State Superintendent of Public Instruction, take steps to implement the program for safety set forth in A Teacher's Guide for Safety Education and in Illinois Guide for Healthful School Environment to the end that more emphasis be placed on the safe use of tools and other potentially dangerous equipment used in school classrooms.

(3) A carefully selected bibliography of materials contributing to safety education be made available to every school in the state. This list should include pamphlets, films and books, available from various organizations, including some that are free or inexpensive. Also some suitable safety material should be part of the library.

(4) The State Superintendent of Public Instruction be asked to devote at least one school communication each year to the importance of safety education and calling attention to the resources available for that work.

III. SECONDARY SCHOOL

A. The general implications of a safe environment become more intensive in the secondary area as the pupils become more aware of their surroundings and more capable of evaluating them. Even at this early stage, they are apt to discredit instructional efforts in accident prevention where classrooms, playgrounds, etc., are in contradiction to the even more basic recommendations for safe living.

The secondary area also includes large portions of activity which closely simulates industry and industrial activities. In the various shops, laboratories, as well as in various industrial arts courses, tools, equipment, procedures, methods, etc., are considered in increasingly complete fashion as the pupil advances. During this period, the habits are formed which will persist as the pupil moves on into industry. If any appreciable adjustment or revision in the basic habits is accomplished later, it is only at the expense of considerable time, effort and expense by supervisory and training personnel.

B. While it is true that the development of new safety equipment and safe practices more logically should come from industry, where high-speed production conditions and expert technical specialists contribute to such development, the schools should also expect a reasonable amount of initiative in the approach to this problem. Boards of education and superintendents of schools have a responsibility to their communities for providing safe workplaces in which the students of the community may receive instruction with a minimum exposure to

hazards. This involves careful consideration of such factors as selection of modern machine and hand tools, adequate building construction and lay-out, fire resistant in nature, proper materials and adequate maintenance. It cannot be expected that safe workers will develop from school shops and laboratories equipped with antiquated machinery, outmoded practices, and haphazard maintenance. There is a moral responsibility and, in some states, an actual legal responsibility to provide safe surroundings for pupils.

Only through a closer working arrangement between industry and the school, in which representatives of both groups have an opportunity to discuss matters of mutual interest across the table, can the schools be kept abreast of recent developments in the various training areas. Keeping school shop teachers abreast of the times implies the necessity of a definite pre-service and in-service training program for teachers in the modern safe practices which should be observed in their respective shops and laboratories.

C. To promote an adequate program of industrial safety at the secondary school level, the following recommendations for action are proposed:

(1) Safe installations. - All school shop installations should conform to the best safety standards and practices.

(2) Accident reporting and analysis - To avoid multiplicity of accident reporting, Standard Student Accident Reporting should be adopted on a system-wide basis.

A definite plan should be established locally for the analysis of school shop accidents.

A State-wide plan for school shop accident recording and analysis should be adopted.

We recommend that some consideration be given to encourage the making of summaries of reports and records to be submitted to the National Safety Council for national analysis in "Accident Facts".

(3) School shop inspections - Regular and frequent safety inspections should be made of all school shops.

Participating in these inspections should be one or more of the following;

State Department of Labor inspectors (Minnimum of two inspections a school year)
State fire inspectors(Minnimum of two inspections a school year.).

Industrial safety engineers (optional).

School personnel-State and local.

Supervisors, teachers, students.

(4) A national standard school shop safety-inspection checklist-Through the combined efforts of such agencies as the U.S. Department of Labor, the National Safety Council, the U.S. Office of Education, the National Education Association, the American Vocational Association and the American Industrial Arts Association, a national standard school shop safety-inspection checklist should be developed.

A definite program for the use of this checklist should be established on State and local levels.

(5) A national steering committee for promotion and general program development of school shop safety-Such a committee should be an outgrowth of this conference.

The committee should be charged with the responsibility of carrying forward the recommendations and action program of the Conference Education Committee.

(6) State-wide school shop safety committee - Each state should set up such a committee under the direction of the State Superintendent of Public Instruction, the State Director of Vocational Education, the State Director of Industrial Arts, or a combination of all.

Each committee should work in co-operation with the national steering committee to carry forward the recommendations and action program of the Education Committee of this Conference.

(7) Local school shop safety committee- Such a committee should be established by the local school administrator to co-operate with the National and State committees.

(8) A safety program should be promulgated and established in writing. It should be reviewed annually and be revised from time to time as necessitated by operating conditions. Copies of the program should be sent to the Department of Labor, Division of Factory Inspection, State of Illinois; Department of Education, State of Illinois; the school library, members of the board, officers in the PTSA and the local school community library.

The appointed Safety Officer should submit a progress report at least semi-annually; copies of the progress reports should be sent to the library, members of the board and officers in the PTA.

(9) Responsibility for the local program in school shop safety vested in one person; One member of the local school staff should be charged with the responsibility for the school shop safety program.

He should be interested and proficient in the assignment and should be provided with authority and means to carry out the program.

He should serve as chairman or secretary for the local committee.

(10) Responsibility for safety assigned to State supervisory staff; - A definite program of responsibilities for school shop safety should be assigned to members of the State supervisory staff.

(11) Instruction materials; - there is an apparent need for shop safety instruction materials dealing with individual and specific machine and tool operations. A series of "School Shop Safety Practice Pamphlets" will satisfy this need.

The subject matter should be such that the pamphlets would be suitable for student as well as instructor use.

The pamphlets should serve two fundamental needs. The immediate needs of the student during the learning period, and the needs of the industry for which he is being prepared. Suitable materials to fulfill this need should be made available to shop teachers and students at the earliest possible moment.

(12) Safety in publications; Authors and publishers of instruction materials should incorporate information on hazards and safe practices wherever it applies.

Illustrations should be examined to make sure that only safe practices are shown.

(13) General methods and procedures; Teachers should be familiar with present practices and procedures of safety education in the secondary school shop. They should know the strengths and weaknesses of existing policies and conditions.

They should have an understanding of fundamental needs of a safety program enabling them to evaluate the numerous proposals that are made from time to time.

(14) Teacher training recommendations; the staff of the State Office of Public Instruction and local school administrators should assume responsibility for up-grading in-service teachers in shop safety. Such in-service education can be provided in various ways:

(a) By preparing state and local courses of study in shop safety.
(b) By adopting standard shop safety inspection procedures.
(c) By adopting Standard Student Accident reporting procedures.
(d) By setting up approved standards for the operation of all school shops.
(e) By holding conferences, institutes and workshops on safety.
(f) By providing instructional materials in school shop safety.
(g) By providing opportunities for teachers to visit the shops of industry and other school systems to observe practices.

D. The general policy of integration should be continued and extended. In some instances, distinct courses in safety are advantageous. Safety should be incorporated in step-by-step procedures in the development of work skills.

Tests should be developed to insure an understanding of safe practices in the operation of a particular machine or process.

Liaison with industries, mercantile establishments, etc., should be set up to acquaint teachers with problems and practices.

Students should participate in the safety program of the school and individual shop. They should be given definite responsibilities and authority.

Either committees or individual students may serve in this capacity but the plan should provide for rotation so all students will participate.

IV:TEACHER EDUCATION

A. If the school shops of Illinois are to be safe and if the youth instructed in those shops are to be safety conscious, shop teachers must have adequate preparation in the subject.

This preparation must be provided in the colleges and universities preparing teachers for positions in industrial education and should be continued through locally organized programs in safety.

Preparation of teachers for safety education is inadequate. A considerable percentage of school shop teachers have had but little instruction in the hazards of the shop in safe practices and in best

methods and technics of teaching shop safety.

B. To promote an adequate program of safety in teacher education, it is recommended that:

(1) Illinois colleges and universities preparing teachers for positions in industrial education should provide leadership to accomplish the recommendations of this Conference for secondary schools.

(2) Illinois colleges and universities should provide not only the knowledge and skill necessary for successful safety instruction, but should instill in their students an appreciation for the place of safety education in the industrial education program.

(3) Illinois colleges and universities should provide leadership in the development of courses of study which will insure adequate safety instruction in the elementary and secondary schools of the state.

(4) The shops and laboratories of these colleges and universities should serve as models of safe environment. Students should take an active part in the maintenance of this safe environment. Shop safety inspections should be a part of the instruction program for these prospective teachers.

(5) Illinois colleges and universities should provide instruction in accident reporting and analysis procedures.

(6) Illinois colleges and universities should encourage needed research in shop safety.

(7) Each Illinois college and university should appoint some member of its instruction staff to assume responsibility for the institution's shop safety program.

(8) Illinois colleges and universities should provide definite instruction in the hazards and safe practices in all subject areas of industrial education. This can be done by integrating safety instruction into all courses. Since there are also many things about safety which do not readily fit into these subject areas, it is suggested that the curriculum provide a credit course in Safe Practices in School Shops.

(9) Included in the school shop safety education program of Illinois colleges and universities should be a course in Standard First Aid.

(2) Campus Safety

To accomplish an adequate program of safety education in the engineering colleges it is recommended that:

(a) A safety program should be established, naming a Safety Officer reporting directly to the President; the individual selected should be a member of the faculty or administration with appropriate rank. On the basis of a full time Safety Officer for each 500 employees, the duties of the Safety Officer should be adjusted lest any particular individual be so overburdened that it place an undue hardship on him or that performance on the important task of accident prevention be neglected due to lack of time.

(b) A positive safety program should be promulgated and established in writing. Copies should be sent to the Board of Trustees, the school library and personal copies should be provided for members of the staff, such as, departmental heads and supervisors. Copies of the program should be sent to the Department of Labor, Division of Factory Inspection, State of Illinois.

(c) The Safety Officer should prepare a progress report at least annually. In the case of public institutions, copies should be sent to the Department of Labor, Division of Factory Inspection, State of Illinois, the school library, etc.

(d) This program should provide for the regular inspection of the campus, premises, facilities and equipment in order to maintain safe cooperating conditions and safe operating practices.

(e) Representatives from each department of the staff, from the supervisory personnel of the physical plant and members representing the management echelon of each institution should take a course in industrial safety engineering and public safety engineering subjects. This course may be one in operation or it may be specially prepared series of lectures conducted within the institution or with outside assistance.

It is recommended that this type of training program be repeated at regular intervals to compensate for turnover, upgrading of personnel, etc.

I N D E X

SUBCOMMITTEE #2 - SAFETY EDUCATION PROGRAMS FOR LABOR

		PAGE
I.	CONDITIONS FOR ACTIVATING RECOMMENDATIONS	- 15
II.	RECOMMENDATIONS	- 15
	A. Advisory Committee	- 15
	B. Safety Training Classes	- 15
	C. Materials	- 16
	D. Working with Unions	- 16
	E. Working with Management	- 17
	F. With the Schools	- 17
	G. The Department of Labor	- 18

(10) Illinois colleges and universities should provide leadership in organizing extension courses, institutes or workshops in safety for in-service teachers.

(11) The staff of the State Office of Public Instruction and local school administrators should assume responsibility for up-grading in-service teachers in shop safety. Such in-service education can be provided in various ways:

(a) By preparing state and local courses of study in shop safety.

(b) By adopting and implementing standard school shop safety inspection procedures.

(c) By adopting and implementing Standard Student Accident reporting procedures.

(d) By setting up approved standards for the operation of all school shops.

(e) By holding conferences, institutes and workshops on safety.

(f) By providing instructional materials in school shop safety.

(g) By providing opportunities for teachers to visit the shops of industry and other school systems to observe practices.

V. ENGINEERING COLLEGES

A. The educational problem in the public and private institution resolves itself into two major activities:

(1) The provision and maintenance of the safe environment for the student; in the classroom, in organized athletics, in the shop, etc. This is important for the protection of the individual student as well as for the training purpose of creating an awareness in him or her of the proper conditions and practices necessary for the efficient and safe conduct for success, happiness and health in every day working and living.

(2) The integration of ideas pertaining to accident prevention and safety educational materials must be appropriately and intimately integrated into the various studies, and in certain instances there will be a need for the operation of special courses treating with various parts of the field of accident prevention.

Integration is a difficult item - it will take time. Applications of related safety materials will vary from one instructor to another. Some standardized systems for suggestions and available material should give the teachers enough of a choice in order that they will find that they can make a definite contribution in their particular field.

B. Recommendations

(1) Safety in Curriculum

To accomplish an adequate program of safety education in the engineering colleges, it is recommended that:

(a) Teachers, authors and publishers be encouraged to include appropriate safety references in textbooks, laboratory manuals and other instruction materials.

(b) Members of engineering faculties individually and within their departments, divisions, etc. be encouraged to include such safety considerations in their instruction materials.

(c) Engineering colleges make available to each engineering or management student a course or courses aimed at the understanding of the basic principles of industrial safety and its function within his or her particular field of specialization.

(d) Engineering colleges in a limited number make available a curriculum or curricula which will adequately prepare the student for specialization in industry as a safety engineer.

(e) That students be permitted to participate in campus safety inspections as a means of training for possible later duties in industrial engineering or management.

(f) Where engineering or management students are in close contact with industry through cooperative study programs, plant visits, or part-time jobs, the influence of the school be used to have the students' activity in such capacity include a reasonable share of safety activity.

(g) Library references and subscriptions should include the accepted literature and publications and periodicals, such as, the Journal of Industrial Hygiene and Toxicology, the Journal of the American Medical Association, the U.S. Public Health Service News Letter, Safety publications from the Armed Forces, the State of Illinois publications on safety, health and sanitation topics, Traffic Engineering, house organs and publications from insurance carriers and private industry, etc.

SUBCOMMITTEE #2 - SAFETY EDUCATION PROGRAMS FOR LABOR

I. CONDITIONS FOR ACTIVATING RECOMMENDATIONS

The Subcommittee was unanimous in its feeling that making any recommendations or suggestions on expansion of labor safety education programs by the Department of Labor would be completely unrealistic unless we first recommended sufficient additional appropriations and expansion of staff to carry out the recommendations. The fact that such funds and staff are recommended as necessary must be kept in mind in any discussion of the Subcommittee's recommendations.

II. RECOMMENDATIONS

The Subcommittee's recommendations fall under several headings:

A. ADVISORY COMMITTEE

(1) The Safety Education program for unions developed by the Department of Labor should be carried on in cooperation with an Advisory Committee on which would be represented the groups the program is designed to serve.

(2) Such an Advisory Committee would help to ensure cooperation from these groups.

(3) It would also bring into the thinking and program planning of the staff the practical experience of labor leaders in this field, and serve as a channel through which the requests for new types of services could be presented.

B. SAFETY TRAINING CLASSES

(1) The Department should develop safety education courses for workers which would involve training in safety techniques, recognition of safety hazards, and an understanding of the Health and Safety Codes of Illinois.

(2) Such training courses should utilize union and management personnel as instructors and resource people wherever these are available, and wherever such resources would be suitable to the group towards whom the particular class is directed. The class leaders chosen by the Department should be teachers who are able to help students thoroughly understand and use the class information -- not just leaders proficient only in the technical aspects of the subject.

(3) These training courses should be offered separately to union and management groups, except where there may be a demand for a joint training course.

(4) The present safety training being given to the staff of the Department of Labor itself, should be continued and expanded.

(5) The Department should develope or have developed, discussion guides for safety training courses which could be used by lay leaders in those areas where the Department may not be able to staff such training courses.

(6) Realizing that some of our worst safety problems exist in small plants, and in the smaller industrial areas where Department services have frequently not reached in the past, it was recommended that one or more members of the Department's expanded staff specialize in the probelms of these groups and services to them.

(7) The Department should promote state wide, and area wide safety conferences for union people as well as regular classes.

(8) The Department should also act as a consultant to both union and management groups where these may wish to develop their own safety training programs.

C. MATERIALS - The Department of Labor should:

(I) Develop printed materials, pamphlets, posters, safety course outlines for use in the Department's training courses and for general distribution. Prepare traveling exhibits for use at union and management conferences and conventions.

(2) These materials should interpret our State Safety Codes in layman's language, as well as discuss safe work practices and safety devices.

(3) Develop appropriate films, slide-films, and slides for use in the safety training courses, in meetings and conferences.

(4) Develop a "Safety Center" at which working models of safety equipment could be displayed in action. The Center could be used in connection with safety training for both union and management safety personnel.

(5) Send out "safety subjects" news releases for use in union and management publications.

D. WORKING WITH UNIONS - The Department should:

(I) Make its technical personnel available for union safety programs and meetings.

(2) Encourage unions to include safety discussions, talks and exhibits at meetings and conventions.

(3) Consult with union groups on the problems peculiar to different groups of industrial workers.

(4) Encourage the establishment of union-management safety committees, and train the union people who are to serve on such committees.

(5) Keep in close touch with full-time union safety directors wherever they exist, and encourage the establishment of such positions where possible.

(6) Help promote the use of safety information materials in union publications, in union halls, and plant bulletin boards.

E. WORKING WITH MANAGEMENT: - The Department should;

(I) Encourage management safety personnel to be available for educational programs and consultation safety programs by the unions in their plants.

(2) Encourage the development of union-management safety committees.

(3) The use of safety materials in their publications and plant bulletin boards.

(4) Provide suitable materials for use in management training and safety promotion programs.

F. WITH THE SCHOOLS:

(I) The Department should inform both labor and management about the safety training programs available through schools and colleges, and help workers and employers to use these services as widely as possible.

(2) Universities and colleges should provide safety extension courses for workers after consultation on and planning of such courses with union groups, technical safety personnel, and the Department of Labor.

(3) Labor should be represented, equally with other groups, on the advisory boards and committees concerned with safety education programs with our public schools, colleges, and universities.

(4) The Department of Labor should make a thorough survey of the types of education training programs being offered through our schools and their effectiveness

and inform both labor and management about them.

(5) Union personnel should participate as instructors and resource people in the safety training programs offered by schools and colleges.

G. THE DEPARTMENT OF LABOR:

(I) Should always keep in touch with the activities in the field of safety education in the state and serve as a clearing house for information and direction of these programs, and

(2) Should keep in constant touch with union and management groups so as to best meet their changing needs in this program.

I N D E X

SUBCOMMITTEE #3 - SAFETY EDUCATION BY EMPLOYERS

		PAGE
I.	PURPOSE AND SCOPE -	20
II.	FUNDAMENTAL PRINCIPLES AND POLICIES -	20
III.	GRAVITY OF ACCIDENT TOLL -	20
IV.	RECOMMENDATIONS -	21
	A. Final Responsibility Rests with Employer -	21
	B. State Department of Labor has Greatest Responsibility for Health and Safety of Employees -	21
	C. Safety Conferences to be Called in Industrial Areas, coordinated by the State Department of Labor -	21
	D. State to Select Only Qualified Personnel -	21
V.	CONCLUSIONS -	22

SUBCOMMITTEE #3 - SAFETY EDUCATION BY EMPLOYERS

I. PURPOSE AND SCOPE

The report of the Committee on Education of the President's Conference was brought up as a basis for discussion. This report had been previously mailed to each member of the Committee for consideration. The Committee discussed the fundamental principles and policies which underlie successful industrial training programs. No attempt is made to present any detailed safety training program for the various types of industries other than to recommend the use of safety training programs available through well established safety agencies.

II. FUNDAMENTAL PRINCIPLES AND POLICIES

A suggested guide covers in detail, in a workable form, many of the principles, policies and safety educational routines included in the President's Educational Committee report, such as:

A. Management's responsibility in supporting safety programs.
B. Carefully selecting key men whose authority is respected.
C. The importance of the Foreman from a safety standpoint.
D. Routine and duties of safety committees.
E. Necessity of regular routine plant inspections.
F. Making the plant safe and increasing production through effective machine guarding, proper maintenance, lighting, heating and ventilation, providing modern protective equipment for employees, the importance of good housekeeping, sanitation and first aid.
G. Modern method of making and maintaining accident records.
H. Routine in determining frequency and severity accident ratings.
I. This guide also includes a list of safety educational facilities, material and safety service available through many national and local Safety Service Agencies.

III. GRAVITY OF ACCIDENT TOLL

A. At the President's Industrial Safety Conference attention was called to the fact that over 2,000,000 accidents have occurred each year since 1932, or a total of 32,000,000 over a period of 16 years.

B. The Atom Bomb cost Hiroshima 150,000 lives. But since that day accidents have cost America more than 400,000 lives - 80,000 more Americans killed by accidents than were killed during World War II.

C. A careful analysis of industrial safety statistics reveal that over 85% of accidents are due to human failures to follow reasonable safety rules.

D. With all of the information on industrial safety available through these many organizations, the fact remains there has been no material reduction in the 85% of human failures in the 2,000,000 accidents that occur annually.

E. For many years outstanding safety conferences have been held in Chicago, and local safety meetings throughout the State. These meetings are attended by those directly interested in safety, but the employer and directing heads of industry are usually conspicuous by their absence.

F. Without question conditions referred to in the preceding paragraphs have existed for many years, the seriousness of which no doubt has resulted in the Governor's Industrial Safety Conference.

IV. RECOMMENDATIONS

A. The Committee was unanimous in the opinion that the final responsibility for any well organized safety industrial program rests with the employer. What can be done to assist employers as to the advantages gained where a safety program such as recommended by this Committee is of major importance.

B. There is no Department of the State of Illinois having a greater responsibility with respect to the health, safety and general welfare of men and women employed in industry than the Department of Labor. There is no safety agency in the United States with a more complete library of industrial safety information than the National Safety Council, the American Standards Association on standardization and information that is available through the many insurance companies.

C. The Committee recommends that the Governor call conferences in the various industrial areas throughout the State of Illinois and extend invitations to employers and executive heads of industry to attend these meetings. These meetings, when possible, should be addressed by the Governor, with an appropriate safety program arranged by the Director of Labor and sponsored by the various Chambers of Commerce and Labor Organizations.

D. The next outstanding contribution to such a program as outlined by the Governor is for the Illinois Department of Labor to carefully select Safety Engineers qualified, through an extensive educational safety training program, to meet with the employers and directing heads of industry to assist in the planning and following through with an industrial safety program consistent with the particular type of industry.

V. CONCLUSIONS

When the employer fully assumes the responsibility and obligation of providing a safe and sanitary place to work, you will find adequate safeguards, supervisors carefully selected and setting an example in safety for those entrusted under their supervision, and employees carefully selected by the Personnel Department, and when employed are asked to follow safety rules of plant and selected for the job they are best suited for.

General meetings are held, periodical inspections made and thorough investigations made of every accident, regardless of how minor. The result is increased dividends to stockholders, workers and employers.

INDEX

SUBCOMMITTEE #4 - SAFETY EDUCATION STANDARDS FOR PROFESSIONAL SAFETY ENGINEERS

		PAGE
I.	PURPOSE -	24
II.	RECOMMENDATIONS -	24
	A. Qualifications for State Safety Engineers -	24
	(1) Merit System -	24
	(2) Minimum Requirements -	24
	(a) Physical Factory Inspection -	24
	(b) Industrial Hygiene -	25
	(c) Construction Unit -	25
	(3) Changes in Merit Ratings -	25
	(4) Annual Studies on Salary Levels -	26
	B. Qualifications of all Field Safety Engineers (Such as, Insurance and Consultant Safety Engineers) -	26
	(1) Extension of the Illinois Professional Engineering Act -	26
	(2) Special Examinations -	26
	(3) Amendment of Act -	26

SUBCOMMITTEE #4 - SAFETY EDUCATION STANDARDS FOR PROFESSIONAL SAFETY ENGINEERS

I. PURPOSE

It is fitting that some part of our attention should logically turn to the scrutiny of required experience qualifications and training for those designated as safety engineers, in order that we may protect life and property from injury or damage as a result of incompetent practitioners. New requirements are being suggested in some instances in order to secure a high calibre type of personnel for various tasks in the broad field of accident prevention and industrial hygiene.

Suggestions are being submitted to clarify occupational titles, job titles, job descriptions and requirements, salary ranges, etc. to secure greater protection for the worker in industry, as well as for the children being trained to take their normal productive place in society. Some of the ideas treat with the expansion of the field services of the Department of Labor, Division of Factory Inspection, State of Illinois.

Certain improvements are necessary in order that those of us engaged in the safety educational and safety engineering circles can make further real contributions to the public welfare and to the profession.

II. RECOMMENDATIONS

A. Qualifications for State Safety Engineers

(1) All inspectors, engineers, supervisors, laboratory technicians, clerical employees, including industrial hygiene and construction units in the Department of Labor, Division of Factory Inspection, State of Illinois, shall be placed in the merit system.

(2) Suggested minimum requirements and standards for the Factory Inspection Division -
The following qualifications and requirements shall be established as minimum standards for all personnel appointed after suitable examinations have been passed in accordance with existing rules of the civil service commission:

(a) Physical Factory Inspection Unit -
Applicant shall be at least 25 years of age. In addition, the applicant shall have graduated from high school and shall either have a degree from a recognized college of engineering, plus a minimum of three years of industrial experience, or have an operational background of employment of at least 10 years in some phase of industry, that is, manufacturing, fabricating or processing. Each year of college engineering education can be substituted for and is equivalent to two years of industrial experience.

Each year of full time field safety engineering experience can be substituted for and is equivalent to two years of industrial experience.

Minimum requirements and standards are not to apply to present civil service personnel.

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Each year of full time field safety engineering experience can be substituted for and is equivalent to two years of industrial experience.

Minimum requirements and standards are not to apply to present civil service personnel.

(b) Industrial Hygiene Unit -
Present standards are satisfactory. It is recommended that the Division continue the selection of applicants in accordance with present standards, wherein applicants must have appropriate college degrees or equivalent in chemical engineering or chemistry, possess necessary qualifications and successfully pass civil service examinations.

(c) Construction Unit -
Applicant shall be at least 25 years of age. In addition, the applicant shall have graduated from a recognized college of engineering with either three years experience as a full time safety engineer or have an operational background in some phase of the construction industry, that is, maintenance, bridge building, highway construction, excavation, quarrying and building construction; or shall have graduated from high school or its equivalent, with ten years experience in the operational background in some phase of the construction industry, that is, maintenance, bridge building, highway construction, excavation, quarrying and building construction. One year of college engineering education will be equivalent to two years of field experience.

(3) Recommendations are submitted for changes in grades for inspectors and in various areas of supervision in the following paragraphs, in order to increase incentive and efficiency of operations encouraging careers in this important work:

(a) Physical Factory Inspection Unit -
At present there are two grades for field men. It is recommended that three grades be created for the classification of field personnel.

(b) Industrial Hygiene Unit -
At present there are three grades. It is recommended that there be a classification of grades, and that personnel in this unit be reclassified within the definitions of the newly defined grades.

(c) Construction Unit - At present there is one grade. This should be increased to two grades. If the activity continues to grow, it may be necessary to further expand the unit to three grades upon satisfactory investigation and study of work loads.

(d) Educational Unit - This unit should be enlarged to include two grades. Personnel and budget should be provided in order that this unit may prepare additional educational materials and increase the intensity of the present in-service training.

Areas of supervision, techniques for training and upgrading, methods of processing personnel newly transferred from another State to the State of Illinois where the applicant has not been licensed as a professional engineer in any other State should be defined for those engaged in safety engineering endeavor.

(4) In order that the State of Illinois may compete successfully as an employer in the labor market and that allowances be made resulting in the selection of the best possible calibre of personnel, it is recommended that a permanent committee of rotating membership, consisting of qualified safety engineers from industry, the manufacturing industry, the insurance industry, public safety activities, safety educational occupations, etc. be established. This committee should be charged with the task of studying upgrading problems and wage levels, reporting at least annually for the purpose of making recommendations as may be necessary from time to time which would affect budget controls on salary levels, funds for equipment, the procurement and maintenance of equipment, etc.

B. Qualifications of all Field Safety Engineers (such as, Insurance and Consultant Safety Engineers).

(1) At the present time, the Illinois Professional Engineering Act excludes Safety Engineers employed by insurance carriers, the State and the Government. It is believed that any practicing safety engineer who works on problems wherein the safety of members of the general public are concerned, should be qualified and licensed under the Illinois Professional Engineering Act.

(2) It is also recommended that the examinations conducted for applicants should be specially prepared for this particular area of the engineering profession. Committees composed of Safety Engineers should formulate examinations and assist, etc. It will be necessary to define titles and occupations within a scope of the addition of the act to properly allow for apprenticeship and upgrading for state employees and those in private industry.

(3) Therefore, it is recommended that the Governor of Illinois appoint a committee of qualified and recognized safety engineers to investigate and study the extension of the Illinois Professional Engineering Act and make specific recommendations which will result in the inclusion of requirements to the effect that any safety engineers (with possible exception of a government civilian employee or member of the Armed Forces) whose work may affect the general public, be required to register and license under the Illinois Professional Engineering Act. This licensing may be in some field such as civil engineering, mechanical engineering, chemical engineering, etc.

Since this licensing period will extend over a period of time and may work an undue hardship on some able individuals already established in the profession, it is suggested that an upgrading program be inaugurated which will affix titles for job classifications in private industry and be correlated with actual background of formal education and experience, to include working knowledge of mathematics up to and including calculus, strength of materials, physics, inorganic and organic chemistry, and physics as a minimum requirement for the newcomer as an apprentice.

Areas of supervision, techniques for training and upgrading, methods of processing personnel newly transferred from another State to the State of Illinois where the applicant has not been licensed as a professional engineer in any other State, should be defined for those engaged in safety engineering endeavor.

ILLINOIS

GOVERNOR'S CONFERENCE ON INDUSTRIAL SAFETY

May 1 and 2, 1950
Chicago, Illinois

REPORT OF THE COMMITTEE

ON

ACCIDENT RECORDS, ANALYSIS AND USES

Chairman - George W. Greenwood
Vice - Chairman - W. Dean Keefer
Secretary - Joseph Paskiewicz

Frank Annunzio, Director
Illinois Department of Labor

Adlai E. Stevenson, Governor

REPORT OF COMMITTEE
ON
ACCIDENT RECORDS, ANALYSIS AND USE

TABLE OF CONTENTS

	PAGE
LIST OF MEMBERS -	ii
INTRODUCTION -	1
SUB-COMMITTEE #1 - AVAILABLE ACCIDENT STATISTICS IN ILLINOIS -	3
SUB-COMMITTEE #2 - ACCIDENT REPORTING IN ILLINOIS -	10
SUB-COMMITTEE #3 - APPLICATION AND USE OF ILLINOIS ACCIDENT AND INJURY STATISTICS -	15
SUB-COMMITTEE #4 - ACCIDENT COST DATA IN ILLINOIS -	19

M E M B E R S
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COMMITTEE ON ACCIDENT RECORDS, ANALYSIS AND USE

INTRODUCTION

The Committee on Accident Records, Analysis and Use of the State of Illinois Governor's Conference on Industrial Safety has not attempted to compile any industrial injury statistics nor is it attempting to develop new standards for the collection, analysis, presentation or use of such industrial injury statistics. It was thought by the Committee that those functions can better be carried out by the regularly established agencies now engaged in those types of work.

The Committee has attempted to review the entire field of industrial injury statistics in the State of Illinois and has formulated the findings into a number of recommendations designed to:

(a) Improve the quality and usefulness of the statistics now being made available, and

(b) Indicate the additional types of statistics which are needed to result in more effective accident control measures.

The Committee has reviewed two areas of industrial injury statistics - those that depict progress and those that denote control. The progress statistics include industrial injury frequency and severity rates which tend to summarize the accident problems as of a given time and indicate whether or not progress is being made in accident prevention. Control statistics indicate the causes of injury producing accidents which have occurred in the State of Illinois and thereby may serve as a guide in directing the accident prevention efforts of all vitally concerned.

I N D E X

SUB-COMMITTEE #1 - AVAILABLE ACCIDENT STATISTICS IN ILLINOIS

	PAGE
SCOPE -	3
I. INDUSTRIAL ACCIDENT PICTURE IN ILLINOIS -	3
II. SOURCES OF INDUSTRIAL INJURY STATISTICS -	4
A. Federal Government Agencies -	4
B. State Government Agencies -	4
C. Non-Government Organizations -	5
III. INJURY AND ACCIDENT STATISTICS -	6
A. Progress Statistics -	6
B. Control Statistics -	7
IV. RECOMMENDATIONS -	7
A. Greater Use of Available State Injury Statistics -	7
B. Cooperative Program Between State and U.S. Bureau of Labor Statistics in Injury Rates for Illinois -	7
C. Greater use of Bureau of Labor Statistics Frequency Rates for Measuring Safety Performance -	8
D. The State to explore other Potential Sources of Injury Cause Data -	8
E. Factory Inspection Division to Aid in Educating Smaller Plants to Keep Adequate Accident Records -	8
F. Analysis of Injury Rates for Plants with Less Than 25 Employees and 25 to 250 Employees to be Strengthened -	8
G. Industrial Establishments to Conform to American Standards Association's Practice in Compiling Accident Causes - On Simplified Form -	8

SUB-COMMITTEE #1 - AVAILABLE ACCIDENT STATISTICS IN ILLINOIS

SCOPE OF SUB-COMMITTEE

To review existing sources for available statistics which will serve to present an over-all picture of the industrial accident problem in the State of Illinois.

To review existing sources of Illinois accident statistics from the standpoint of method of reporting and extent of:

1. Progress (evaluation) statistics, and
2. Control (accident prevention) statistics

To appraise available data and to make recommendations for the expansion and/or revision of existing data, and for standards of their presentation.

I. INDUSTRIAL ACCIDENT PICTURE IN THE STATE OF ILLINOIS

The main source of comprehensive statistics on industrial injuries is the compilation of the Illinois Department of Labor through its Division of Statistics and Research of injuries compensable under the Workmen's Compensation and Occupational Disease Acts reported to the Illinois Industrial Commission.

The number of compensable injuries reported during 1949 were 48,405 as compared with 51,048 reported in 1948. The 1949 industrial injury experience shows a reduction of approximately 2.5% over the 1948 experience. The 1949 total includes 333 fatalities, or one for every 145 reported injuries. As borne out by this record, the accident situation in Illinois points to the need of more effective control. This is augmented by the fact that during the past year a compensable injury was reported every three minutes of the working day.

The Division of Statistics and Research's compilations are confined to compensable injuries; i.e., those involving the loss of more than one week's working time or some permanent impairment. Although the State has no information on lost time injuries in which disability terminates within the mandatory seven day waiting period, it is recognized that the major problem lies within the present area of compensable cases because those cases involve the greatest severity.

Industrial accidents resulted in the death of 11 out of 100,000 non-agricultural workers in Illinois during 1948. Among the definite industrial classifications; trade, manufacturing and services had the lowest death rate while mining and construction industries led in the proportion of total workers killed on the job.

An analysis of compensation cases for 1948 by the Division of Statistics and Research reveals that the injury cases costs the employers approximately $103,000,000. The estimated wage loss involved was placed at $22,000,000.

Estimates of working time lost during 1948 because of industrial injuries made from the information available indicated a loss of 12,700,000 working days. Added to this the time loss in estimated non-disabling injuries, it would result in a total of over 13,000,000 working days lost. This represents the entire year's worked of approximately 52,000 workers. These losses represent the time actually lost in temporary total disability and the time charges designed to measure loss or impairment of earning power.

II. SOURCES OF INDUSTRIAL INJURY STATISTICS

Among the sources of industrial accident statistics, the following offer the most comprehensive information of national or state-wide scope:

A. Federal Government Agencies

1. The Division of Industrial Hazards, U. S. Bureau of Labor Statistics collects voluntary reports from a large group of manufacturing industries and a fair representation of other non-agricultural industries. Frequency and severity rates are developed from these voluntary reports both on a national level and by State. From time to time special studies are made of frequency and cause in selected industries.

2. Among other Federal agencies which supply accident data principally on a national basis are the following:

   U. S. Bureau of Mines
   Interstate Commerce Commission
   U. S. Department of Agriculture
   U. S. Bureau of Employees' Compensation
   Civil Aeronautic Board

B. State Government Agencies

1. Division of Statistics and Research of the Illinois Department of Labor

   (a) Incoming reports from employers and insurers to the Illinois Industrial Commission of work injuries compensable under the Workmen's Compensation and Occupational Diseases Acts are currently coded. The data is tabulated annually, analyzed and summarized in the Annual Report on Industrial Accidents in Illinois. This series of data on currently reported injuries, primarily for accident prevention purposes, is broken down according to sex, by industry, cause, nature of injury and part of body involved, age, wages and insurance.

   This detail has been compiled from 1935 to date and to somewhat less extent from 1927 to 1934.

(b) A second series of injury statistics annually tabulated, analyzed and published in the Annual Accident Report deals with compensation costs, extent of disability, time losses, etc. It covers compensation cases closed during the year by the Illinois Industrial Commission; i.e., cases in which the final compensation payment due was made during the year regardless of the date of injury.

(c) For purposes of administrative control by state factory inspectors, this Division prepares an annual statistical analysis of accident experience according to cause and industry by counties and factory inspection districts.

2. Division of Factory Inspection

(a) Frequency and Severity

State factory inspectors, on their regular tour of duty, collect at every establishment visited the number of disabling injuries occurring in the previous year and the number of employees as of the date of inspection for the purpose of computing injury frequency rates for the respective establishments. The information gathered is compared by industry utilizing information furnished the State by the U. S. Bureau of Labor Statistics.

3. Illinois Department of Mines and Minerals

Injuries occurring in the mining, quarrying, and oil production industries, while included in the State tabulations of injuries compensable under the Workmen's Compensation and Occupational Disease Acts, are in the province of the work of the Illinois Department of Mines and Minerals rather than of the Division of Factory Inspection of the Illinois Department of Labor.

The Department of Mines and Minerals collects statistics on fatal and non-fatal injuries in the extractive industries under its supervision. The data are published in the Department's Annual Coal Report.

C. Non-Government Organizations

1. The National Safety Council

The National Safety Council publishes industrial injury rates for practically all non-agricultural industries. In general, these rates which cover approximately 7,000 reporting concerns represent the experience of members of the National Safety Council. The Council also publishes rate pamphlets by industry and size of plant groups.

2. Various associations also publish accident rates of the industries they represent.

III. INJURY AND ACCIDENT STATISTICS

Of chief concern to this Conference are the statistics which are designed for general distribution and intended to be used primarily as working tools for the purposes of accident prevention. Such statistics fall into two general categories:

A. Progress (Evaluation) Statistics

1. Such statistics summarize the over-all accident problem as of a given time and indicate whether or not progress is being achieved in accident reduction.

   These statistics should indicate the particular areas, both industrial and geographic, in which the accident problems are most serious, including such data as the numbers of injuries and their severity. It is recommended that greater use be made of statistics now available through the compilations prepared by the Division of Statistics and Research on compensable injuries. These are significant data because they concern disabling injuries serious enough to result in more than one week's loss of time or in some permanent impairment.

   As approximately 90% of Illinois workers are covered by the Acts, more thorough study of available data on accidents reported under the Acts will help to concentrate on places needing special attention to plan intensive studies of such areas through special voluntary surveys which will bring forth necessary detail leading to methods of control of the hazards.

2. The greatest need, however, of progress statistics lies in adequate data on injury rates. It is contended that data compiled by the U. S. Bureau of Labor Statistics, particularly on injury rates, are available and should be more widely used. These are given not only on a national level but by State as well.

   The Sub-Committee is of the opinion that the U. S. Bureau of Labor Statistics' reports provides a satisfactory sample as to size but questions whether small plants as well as large ones are adequately covered, and whether all sections of the State are proportionately represented.

   This Committee recommends that the Division of Statistics and Research explore the possibilities of working out a cooperative program with the U. S. Bureau of Labor Statistics for collecting injury rates - especially if the sample can be adequately expanded, on the ground that the two agencies working together could do a better job than either could do singly without duplication of effort and without adding unduly to the present paper work of employers.

The Sub-Committee feels that the Division of Statistics and Research should be doing more in this field, not leaving it entirely to the Federal agency. This may be effected through a coordination of the work now being done by various agencies. Meanwhile, it is tentatively recommended that the U. S. Bureau of Labor Statistics' frequency rates be used as the most important instrument now available for measuring safety performance in Illinois.

It is suggested that inasmuch as the Illinois Factory Inspection Department obtains industrial injury rates from plants during their inspections, that group may effectively assist in educating smaller plants in the proper procedures of keeping accident records. Such procedures should be in accord, so far as possible, with the American Standards Association Recommended Practices for Compiling Industrial Injury Rates. It also is recommended that the analysis of injury rates among plants of less than 250 employees be strengthened, carrying the breakdown to plants with less than 25 employees and 25 to 250 employees.

B. Control Statistics - Industrial Injury Cause Analysis

Statistics in this category include the actual causes of injury producing accidents and thereby serve as a guide in the application of accident prevention efforts.

There is need for more data in coping with accident problems and injury needs of small establishments. It is recommended that, so far as possible, all industrial establishments, small as well as large, conform to the American Standards Association's Method for cause analysis and compiling injury rates. Initial use of simplified reporting has been employed to facilitate this work. Many small employers refrain from cause analysis procedures because of elaborate statistical codes and analysis.

IV. RECOMMENDATIONS

The following recommendations for consideration and adoption by the Conference are:

A. It is recommended that greater use by employers be made of injury statistics now available through the compilations prepared by the Division of Statistics and Research.

B. It is recommended that the Division of Statistics and Research explore the possibilities of working out a cooperative program with the U. S. Bureau of Labor Statistics for collecting Statewide injury rates - especially if the sample can be adequately expanded.

C. It is further recommended that meanwhile employers make greater use of the Bureau of Labor Statistics frequency rates as the most important instrument now available for measuring safety performance in Illinois.

D. The Division of Statistics and Research should be doing more in this field through exploring other potential sources of industrial injury cause data.

E. It is suggested that inasmuch as the Factory Inspection Division of the Illinois Department of Labor now obtains industrial frequency rates from plants during their inspections, that group may effectively assist in educating smaller plants in the proper procedures of keeping accident records. Such procedures should be in accord, in so far as possible, with the American Standards Association's Recommended Practice for compiling Industrial Injury Rates.

F. In addition, it is recommended that the analysis of injury rates among plants of less than 250 employees be strengthened, carrying the breakdown to plants with less than 25 employees and 25 to 250 employees.

G. It is recommended that, so far as possible, all industrial establishments, small as well as large, conform to the American Standards Association's Recommended Practice for Compiling Accident Causes.

However, since the accident prevention problem centers mainly in the small plants and because many small employers are discouraged from cause analysis procedures by elaborate statistical analysis and codes, it is recommended that initial use of simplified reporting be employed.

I N D E X

SUB-COMMITTEE #2 - ACCIDENT REPORTING IN ILLINOIS

	PAGE
SCOPE	- 10
I. INJURY REPORT FORM	- 10
A. Cause Information on Report	- 10
B. Injury Report to be Carefully Filled Out	- 11
C. Suggested Changes in Present Report Form	- 11
II. INSTRUCTION MANUAL ON REPORTING	- 12
III. ACCIDENT REPORTING	- 12
IV. ADVISORY COMMITTEE	- 13
V. RECOMMENDATIONS	- 13
A. Available Information to be Obtained From Agencies Making Case and Area Studies	- 13
B. Cause Questions on Employer's Report of Compensable Injury to Supply Information in Agency and Accident Type	- 13
C. Accident Cause Reporting to be Patterned After American Standards Association's Recommended Practices	- 13
D. Consideration by Illinois Industrial Commission of Attached Form Pattern	- 13
E. Employers to be Furnished a Simple Manual of Instructions for Completing Report Forms	- 13
F. State Statistics to Concentrate Attention on Compensable Injuries - Area of Greatest Severity	- 13
G. Advisory Committee of Specialists be set up to Assist Division of Statistics and Research in Accident Cause Analysis	- 13

Appendix

Copy of Present Injury Report Form 45.
Suggested Report Form Pattern.

SUB-COMMITTEE #2 - ACCIDENT REPORTING IN ILLINOIS

SCOPE OF SUB-COMMITTEE

To consider the problems involved in developing for Illinois uniform accident reporting which will supply cause-analysis data, and analysis procedures and to make recommendations for the solution of such problems and for the types of analyses to be made, applicable particularly to the problem in Illinois; and to give careful consideration to the most important source of mass accident data and of current accident information in Illinois.

1. INJURY REPORT FORM

This Sub-committee devoted considerable time to the main source of accident data gathered from current accidents in Illinois - the Employer's First Report of Injury, Form 45. A representative of the Illinois Industrial Commission met with Sub-committee #2 and discussed the need for and usefulness of Form 45.

A. Cause Information on Report

Considered at length was the recommendation of the President's Conference that the accident report form used incorporate questions which will indicate the accident cause factors necessary for accident cause analysis. This Committee is in full sympathy with the recognized reporting goal for compiling accident data in accordance with the procedures specified in the American Standards Association's Method for compiling accident causes. This group, however, was in almost unanimous agreement that at the present time, without considerable education, particularly of the rank and file of smaller employers, information leading to the unsafe act, and unsafe conditions, or personal factor will not be forthcoming on the employer's first report of injury; and, if given, will in too many cases, be of very questionable value for either prevention or statistical purposes. It was contended that at the present time such cause information can be obtained from agencies making case studies such as those now under way by the Power Press Section of the National Safety Council and other similar groups.

Whatever report form is ultimately adopted, it is recommended that included "cause" questions be similar to those on the present Form 45 (revised Oct. 1949), but so designed as to supply information on the Agency and Accident type. When promptly and properly filled out, the report should yield information of which very valuable statistical use can be made for prevention purposes. A worthwhile beginning will thus have been made.

Improved and more comprehensive reporting can be made with progress of employers in their education in regard to safety and in the use of procedures recommended by the American Standards Association.

B. Injury Report to be Carefully Filled Out

The employer's report of compensable accident (Form 45) should be carefully filled out. In order to accurately answer questions 3-6 on present form (How injury happened; what was employee doing when accident occurred; name of machine, tool, substance, or object most closely connected with the accident; if machine, what part of it), an accident investigation should be made by someone familiar with cause data. The casual statement of the injured employee to the nurse or other person as to the circumstances of the accident often is not sufficient information on which to base a true cause analysis. Poorly considered replies to these questions fail to disclose the true causes of accidents and tend to invalidate the work of codification, tabulation, and analysis that should be made.

C. Suggested Changes in Present Report Form

Considering the fact that the State proposes that an effective effort be made to review the present report forms, the Sub-committee, in reviewing the subject, started with the premise that the general format of the present form be retained so far as possible. Form 45 - as revised October 1949 - was thoroughly analyzed item by item, as it is within the province of this Sub-committee to arrive at suggestions for so re-designing such a form as to result in more adequate accident reporting.

In the light of this Sub-committee's recommendation that "cause" questions for the present be limited to those already contained in the report form now in use (revised October 1949), no basic changes in or additions to it are recommended. However, the following suggestions are offered for consideration by the Illinois Industrial Commission, aimed primarily at simplification, clarification and more effective spacing to permit a limited expansion of some of the questions:

1. Accident Number

The item so placed, used by the Industrial Commission for its case serial number, in numerous cases gives rise to confusion on the part of persons filling out the form. The group concluded that for the sake of clarity, the words "Accident number" be stricken out, and in its place a box be substituted with the words "for Industrial Commission use only" placed immediately below it.

2. Employer's U. C. Number

It was suggested that the Form include the Employer's Unemployment Compensation number, below the space for the Industrial Commission file number. This will be in line with the practice in other jurisdictions and will be of material assistance to the statistical agency, since the Employer's number includes his industry

classification and area codes. While the group tentatively agreed to its inclusion, it was decided to refer the matter to the Coordinating Committee of the Governor's Conference for final decision as to whether this recommendation should be submitted for consideration.

3. It was recommended that the items be numbered in sequence throughout the Form, in lieu of the present numbering of items separately under each section.

4. The Sub-committee reiterates its recommendation that while as full a description of how the injury happened be given in answer to Question 3 of the Injury Section, specific cause analysis questions be limited to those pertaining to agency and accident type.

5. It was unanimously recommended that for the sake of simplicity and facility in filling, boxes for checking [V] items be used wherever possible.

   This can be easily and simply effected by following this question with a boxed listing of accident types and of agency groups, according to the American Standards Association's Code (See appended Form pattern).

6. It was suggested that question 8 in the "Injury" section of present Form 45, be made to read as follows:

   Describe injury and part of body affected: _____
   (Specify whether
   _____
   bruise, cut, fracture, amputation, etc.)

7. The Sub-committee was agreed that a recommendation be made through the Coordinating Committee to the Industrial Commission that Form 45, as revised as of October 1949, be modified and redesigned along the lines of the suggested Form pattern submitted herewith by Sub-committee #2 in order to assist the accident prevention and statistical agencies of the State of Illinois.

II. INSTRUCTION MANUAL ON REPORTING

As an aid to expediting accurate and prompt reporting of accidents to the State, it is suggested that all employers be furnished with a simple and concise manual of adequate instructions for completing report forms.

III. ACCIDENT REPORTING

The question of reporting of all disabling injuries including those involving disability of from I to 7 days was studied. In view of this study, the Committee suggests that the Division of Statistics

Form 45—Revised 10-49 89593 [redacted] 88

STATE OF ILLINOIS

ADLAI E. STEVENSON, *Governor*

INDUSTRIAL COMMISSION

160 N. LaSalle St., Chicago 1, Ill.

EMPLOYER'S REPORT OF COMPENSABLE INJURY

(Copy should be sent immediately to Insurance Carrier)

Accident Number _____

Employers must report to the Commission on Form 45 between the 15th and 25th of EACH MONTH all compensable injuries. In case of DEATH report IMMEDIATELY.

EMPLOYER:

1. Name: _____
2. Doing business under the name of: _____
3. Address, Street and No. _____ City _____
4. Nature of Business: _____
5. Name of compensation insurance carrier: _____

INJURED EMPLOYEE:

1. Name: _____
2. Address, Street and No.: _____ City _____
3. Sex: _____ 4. Marital Status _____
5. Age: _____ 6. Occupation _____
7. Average Weekly Earnings: _____
8. No. of Children under 18 years of age: _____

INJURY:

1. Date of injury: _____ 2. Hour: _____
3. How did injury happen: _____
4. What was employee doing when accident occurred? _____
   (Describe briefly, such as loading truck, operating drill press, shoveling sand, etc.)
5. Name of machine, tool, substance, or object most closely connected with the accident: _____
   (Name the machine, tool, appliance, gas, liquid, etc., involved)
6. If machine or vehicle, what part of it? _____
   (State if gears, pulley, point of operation, etc.)
7. Where: Street and No. _____, City _____, State _____
8. Describe injury (if specific loss, give date of loss) _____
9. Length of disability (if undetermined give estimate) _____

COMPENSATION IN NON-FATAL CASES:

1. Is compensation being paid? _____
2. To whom? _____
3. Rate of compensation: _____
4. Intervals of payment: _____
5. Are medical and hospital services being furnished? _____
6. By whom? _____

COMPENSATION IN FATAL CASES:

1. Has compensation been paid? _____
2. To whom? _____
3. State relationship to deceased: _____
4. Rate of compensation: _____
5. Intervals of payment: _____
6. Length of disability prior to death: _____
7. Have funeral and burial expenses been paid? _____
8. By whom? _____
9. Date of this report: _____ 10. Signed: _____
   11. Position: _____

Form 45 (Rev. 3/20/50)

STATE OF ILLINOIS Adlai E. Stevenson, Governor
INDUSTRIAL COMMISSION
160 N. La Salle St., Chicago 1, Illinois

EMPLOYER'S FIRST REPORT OF COMPENSABLE INJURY

(For use by Indus. Commission)

Employer's Unemployment Compensation No.___

EMPLOYER

1. Name_____ Doing business under_____
2. Address_____
No. Street City County
3. Nature of business_____ 4. Name of insurance carrier_____

INJURED EMPLOYEE

5. Name_____ Address_____
No. Street City County
6. ___Male ___Female 7. Age___ 8. __Single __Married __ Divorced __Separated 9. No. children under 18___ 10. Occupation_____ 11. Average Weekly Earnings_____

INJURY

12. Date of injury_____ 13. Hour_____ 14. Where_____
No. Street City County
15. What was person doing at time of injury?_____
16. How did the injury happen?_____
_____
17. Type of accident (Check one)

☐ Struck by	☐ Falls on same level	☐ Contact with temperature extremes
☐ Striking against	☐ Falls from different level	☐ Inhalation, absorption, ingestion
☐ Caught in or between	☐ Slip (not fall), overexertion	☐ Contact with electric current
	☐ Explosions	☐ Other (describe)_____

18. Name of agency, such as machine, tool, substance, or object most closely connected with accident_____ (Also check one below)

☐ Machine	☐ Electrical apparatus	☐ Chemicals	
☐ Pump or primemover	☐ Mechanical power transmission	☐ Flammable & hot substances	
☐ Elevators	☐ Boilers & pressure vessels	☐ Radiations	☐ Dusts
☐ Hoisting apparatus	☐ Vehicles	☐ Working surfaces	☐ Animals
☐ Conveyors	☐ Hand tools	☐ Other, describe_____	

19. Describe injury and part of body affected_____
(Specify if bruise, cut, amputation, fracture, etc.)
_____
20. Length of disability_____

COMPENSATION IN NON-FATAL CASES

21. Is compensation being paid? __Yes __No 22. Rate_____ 23. Interval of payment_____
24. To whom?_____ Relationship_____
25. Are medical and hospital services being furnished? __Yes __No 26. By whom?_____

COMPENSATION IN FATAL CASES

27. Has compensation been paid? __Yes __No 28. Rate_____ 29. Interval of payment_____
30. To whom?_____ 31. Relationship_____
32. Length of disability prior to death_____
33. Have funeral and burial expenses been paid? __Yes __No 34. By whom?_____

Date of this report_____ Signed_____
Position_____

and Research concentrate for the present on compensable accident cases because severity is greatest in that area.

IV. ADVISORY COMMITTEE

It was suggested also that a committee be set up to work with and assist and advise the Division of Statistics and Research. This committee would select certain areas or subjects for special, intensive study based on a review of the tabulations made by the Division of Statistics and Research such as punch presses, woodworking machines, material handling, power trucks, sprains and strains, eye injuries, etc., and otherwise act as an advisory group. This group should include specialists in the various fields.

V. RECOMMENDATIONS

The following recommendations for consideration and adoption by the Conference are:

A. Available information should be obtained from agencies making case studies such as those now under way by the Power Press Section of the National Safety Council and other similar groups.

B. Cause questions on Employer's Report of Compensable Injury similar to those on the present form 45 (revised October 1949) be used supplying information regarding the agency involved and the accident type.

C. That accident cause reporting be patterned after the American Standards Association's recommended practices.

D. It is recommended that suggestions presented in this report by the Committee on Accident Records, Analysis and Use be offered for consideration by the Illinois Industrial Commission, aimed primarily at simplification, clarification and more effective spacing of the form presently in use to permit a limited expansion of some of the questions which would result in more specific cause information.

E. All employers may be furnished with a simple and concise manual of adequate instructions for completing report forms as an aid to expediting accurate and prompt reporting of accidents to the State of Illinois.

F. Based upon thorough study, the Committee recommends that the Division of Statistics and Research concentrate on compensable accident cases because severity is greatest in that area of accident experience.

G. It is suggested that an advisory committee of specialists in various fields be set up to work with and assist the Division of Statistics and Research in its accident prevention statistical work.

I N D E X

SUB-COMMITTEE #3 - APPLICATION AND USE OF ILLINOIS ACCIDENT AND INJURY STATISTICS.

	PAGE
SCOPE	- 15
I. REVIEW OF AVAILABLE ILLINOIS ACCIDENT STATISTICS AND THEIR PRESENTATION.	- 15
II. PANEL OF CONSULTANTS ON ACCIDENT ANALYSIS	- 16
III. RECOMMENDATIONS	- 16
A. Accident Statistics Compiled in Accordance with American Standards Association's Recommended Practices	- 16
B. State of Illinois to Extend Effective Program of Accident Analysis	- 16
1. Detailed Tabulations for Agency and Accident Type by Industry and by Occupation	- 16
2. Continue Accident Breakdown by County	- 16
3. Tabulations to Directly Service Safety Men by Providing Specific Information on Current Hazards	- 16
C. A panel of Consultants to Appraise the Facts and Suggest Presentation Media to be Established	- 16

SUB-COMMITTEE #3 - APPLICATIONS AND USE OF ILLINOIS ACCIDENT AND INJURY STATISTICS

SCOPE OF SUB-COMMITTEE

To study and recommend the most practical media for the application and use of accident and injury data; to give consideration to the methods of presentation of industrial accident statistics to the various groups and individuals who, in their respective functional capacities, are in a position to utilize in their activities the data furnished them, and the channels to be utilized for the greatest possible dissemination of accident information - with an obviously decided bearing on the Illinois accident picture.

I. REVIEW OF AVAILABLE ILLINOIS ACCIDENT STATISTICS AND THEIR PRESENTATION

An extensive study was made of practical methods for the application and use of available injury data, chiefly those compiled by the Division of Statistics and Research of the Illinois Department of Labor, since this is the only source of State-wide statistics covering disabling injuries occurring in the manufacturing industries.

While the Division of Research and Statistics adopted in 1948 the American Standards' Method of cause analysis for Illinois accident statistics, it was found necessary to limit its application for only a partial use of it. The Division of Statistics and Research was able for the first time to make a tabulation of cause data on compensable accidents reported in 1949, consisting of the agency, agency part and accident type. This Sub-Committee considers the Division's 1949 accident report a valuable contribution to Illinois accident statistics. Its careful perusal is recommended to all persons concerned with industrial safety.

This Sub-committee recommends that Illinois accident statistics, whether prepared by the State or by other agencies, be compiled in accordance with the applicable American Standards Association's recommended practice, so far as possible and feasible, in order (1) to make them intelligible to those in industry who now generally follow those standards, and (2) to provide comparability with similar data compiled by other governmental or private agencies.

It is recognized that State-wide cause data whether dealing with all or only some of the cause factors are of greatest usefulness when made for specific industries. The first step made in this accident report suggests the possibilities of this method of analysis and presentation of accident statistics. Such emphasis on special detailed studies rather than on general tabulations, while calling for greater budgetary resources of the Statistics Division, will provide practical accident statistics needed for effective accident prevention work.

1. It is recommended that a panel of consultants or analysis of reported accident data for different industries be established to appraise the significance of the facts and to suggest the presentation media and channels to which to direct these facts and findings.

2. Suggested sources of membership for this panel might be such organizations as Chapters of the American Society of Safety Engineers, other local safety organizations, trade association groups, and trade union groups.

I N D E X

SUB-COMMITTEE #4 - ACCIDENT COST DATA IN ILLINOIS

		PAGE
SCOPE	-	19
I. GENERAL PICTURE OF ACCIDENT COST DATA	-	19
II. RECOMMENDATIONS	-	19
A. Cost Information to be Compiled According to Accepted Cost-Accounting Procedures	-	19
B. Methods for Evaluating Costs of Accidents to a Company, Industry or Organization, be made Available for Use of Those Making Such Studies	-	19

SUB-COMMITTEE #4 - ACCIDENT COST DATA IN ILLINOIS

SCOPE OF SUB-COMMITTEE

To determine the need for and type of accident cost data, and to appraise the available data and methods in the light of these needs; to make recommendations regarding the development of methods and techniques for compiling such cost data.

I. GENERAL PICTURE OF ACCIDENT COST DATA

Information regarding the economic loss of work injuries to employers, workers, and the community is lacking. Information of this type, if available, obviously would help to stimulate accident prevention by pointing out the savings which could be accomplished.

Studies can be initiated by organizations collecting accident information which may help to estimate the economic losses to the employers, the workers and to communities. Interest in cost information prompts the suggestion that such studies are desirable, however, the Committee feels that accident costs should not be the only basis for determining the extent of the safety effort.

II. RECOMMENDATIONS

The following recommendations are submitted for consideration by the Conference:

A. It is recommended that when accident cost studies are made, that cost information compiled should be worked out according to accepted cost-accounting procedures.

B. It is recommended that methods for evaluating the costs of accidents to a company, industry, or an organization be made available for the use of those desiring to make similar studies.

ILLINOIS

GOVERNOR'S CONFERENCE ON INDUSTRIAL SAFETY

May 1 and 2, 1950
Chicago, Illinois

REPORT OF THE COMMITTEE

ON

HEALTH AND HYGIENE

Chairman - Dr. Harold H. Steinberg
Vice - Chairman - Herbert Weber
Secretary - Leon Kirschner

Frank Annunzio, Director
Illinois Department of Labor

Adlai E. Stevenson, Governor

TABLE OF CONTENTS

		Pages
I.	MEMBERSHIP	ii
II.	INTRODUCTION	vi
III.	REPORTS OF SUBCOMMITTEES:	
	Atmospheric Factors	2
	Air Pollution	30
	Chemical Hazards in Industry	33
	X-Ray and Radiation Hazards	39
	Occupational Skin Disease	45
	Biological Factors - (Infectious Agents)	
	1. Majority Report	50
	2. Minority Report	53

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INTRODUCTION AND SUMMARY

The Technical Committee on Health and Hygiene has limited its report to a consideration of those major aspects of Industrial Health and Hygiene problems.

A. Atmospheric Factors:
A consideration of the effects of exposure to certain dusts, fumes, gasses and mists is given. Medical and Engineering methods of control are outlined. Areas of indicated research are presented.

B. Air Pollution:
The role of industrial effluents in producing air pollution is considered objectively and in proper magnitude.

C. Chemical Hazards in Industry:
A discussion is presented of Chemical exposures encountered in the manufacture, processing and general use of chemicals or chemical compounds in industry which can potentially or actually produce chemical poisoning.

D. X-Ray and Radiation Hazards:
Considerable consideration is given to this important and constantly expanding field, outlining and emphasizing the hazards of improper use, lack of proper safeguards and control and the observance of codes and rules relating to safe procedures and operations.

E. Occupational Skin Disease:
Commonly occuring dermatitis-producing materials encountered in industry are discussed along with methods of prevention.

F. Biological Factors - (Infectious Agents)
An evaluation of specific infectious diseases which may arise as a result of industrial exposure are stressed. The magnitude of the problem considered and control measures outlined. A minority report of dissenting view is submitted.

The pattern of study in all of these areas included:

First a review and evaluation of existing knowledge considering validity, scientific acceptance, practical utilization of the material in the study and prevention of occupational disease. Second, a consideration of specific areas in which further research is indicated. Third, an appraisal of the actual use of such accepted knowledge and procedures in the control of industrial disease hazards. Fourth, recommendations for implementation of the use of accepted techniques and procedures of control by way of education and the adoption of safe practice codes.

Generally, this committee has found considerable acceptable information which is presently available in all of the areas studied. Similarly, it can be demonstrated that although much additional information is desirable and proper evaluation of existing knowledge is recommended, the methods of control for many occupational diseases are grounded in sound engineering and medical practice and in proper education of the employer and employee. Studies of this committee would indicate that the majority of occupational disease hazards exist in industry because of the general lack of application of known, tried and effective methods of control.

The specific recommendations of each of the subcommittees conform generally to the following pattern:

1. A program of education of management and worker be instituted to familiarize all concerned with actual and potential industrial health hazards.

2. A program designed to make available to all industry large and small, generally accepted, simple and effective methods of control of these hazards.

3. A program for establishing schools of training in industrial health and hygiene. These schools could serve not only to educate specialized personnel in industrial health and hygiene, i.e. physicians, engineers, chemists, nurses, et.al., but instituted of industrial health and hygiene could also serve to educate plant personnel at both management and worker level.

4. The development and utilization of needed codes, safe working practices or laws to promote the elimination of specific industrial diseases arising directly as a result of industrial exposure.

5. To encourage the cooperative efforts of labor, management, state agencies and educational institutions, stimulating continued search for accepted methods of control of industrial health hazards.

Acknowledgement is made to the various subcommittee chairmen and members who represent industry, labor, insurance carriers, the professions, and educational institutions, for their splendid efforts in formulating this report.

INDEX

ATMOSPHERIC FACTORS

	Page
I. Basic Causes of Occupational Diseases	2
A. Primary Causes	
B. Secondary Causes	
C. Unhygienic Practices	
II. Generic Effects of Occupational Diseases	7
III. The More Common Occupational Diseases	8
A. Quality of Exposure	
1. Organic Dusts of Biologic Origin	
2. Inorganic Dusts of Mineral, Metal or Chemical Origin	
3. Fumes, Mists, Vapors, Gases	
4. Radiation	
B. Quantity of Exposure	
C. Tolerance and Susceptibility	
D. Summary	
IV. Fundamental Principles of Exhaust Systems.	13
A. Local Exhaust	
1. Operations Where Local Exhaust is Indicated	
B. General Ventilation	
C. Equipment	
1. Recirculation	
2. Alternatives to Recirculation	
D. Fume Control	
1. Arc Welding	
2. Soldering	
3. Electric Melting	
E. Plating Operation Exhaust	
F. RECOMMENDATIONS	
V. Typical Industrial Environment	20
A. Some Occupational Diseases Often Ascribed to Non-Occupational Causes	
B. Examples of Uncommonly Known Occupational Exposures	
C. Need for Education	
D. Recommendations	
VI. The Worst Offenders of Good Industrial Hygiene	22
VII. Simple Remedies to Improve Working Conditions	22
A. Good Housekeeping	
B. Wetting Agents	
C. Substitution of Non-Toxic for Toxic Substances	
D. Built-in Vacuum Cleaning Systems	
E. Suction Hoods on Machinery	
F. Isolation of Hazardous Processes	
G. Food Illumination	
VIII. General Recommendations for Needed Changes in Present Codes and Legislation.	24

GOVERNOR'S CONFERENCE ON INDUSTRIAL SAFETY

HEALTH AND HYGIENE COMMITTEE REPORT
O F
SUBCOMMITTEE
ON
ATMOSPHERIC FACTORS

The scope of this committee is limited to a consideration of the atmospheric factors such as dusts, fumes, gases, and mists involved in the production of occupational disease.

Even with such delimitation of scope, its considerations must, of necessity, be restricted to:

I. The Basic Causes of Occupational Diseases.
II. The Generic Effects of Occupational Diseases.
III. The More Common Occupational Diseases.
IV. Fundamental Principles of Exhaust Systems.
V. Typical Industrial Environment.
VI. The Worst Offenders of Good Industrial Hygiene.
VII. Simple Remedies to Improve Working Conditions.
VIII. General Recommendations for Needed Changes in Present Codes and Legislation.

It is quite evident that no committee, in the time allotted, could study the myriad of contaminants that effect the industrial environment; nor could it lay down specific rules of industrial hygiene for the thousands of varied types of industries and industrial processes. It is the sense of this group, however, that while hazards vary in kind and degree from plant to plant, cleanliness and an interest in workers' welfare can and should be common to all. In this sense, the committee believes it can accomplish its purpose with the greatest good.

I. BASIC CAUSES OF OCCUPATIONAL DISEASES.

A. It is the experience of this group, that the primary causes of occupational diseases are:
   1. Poor Housekeeping
   2. Indifference on the Part of Top Management in Relation to Industrial Hygiene
   3. Unhygienic Practices on the Part of Workers and Supervisors
   4. Economy and Cost Consciousness in Relation to Needed Control Requisite to Preserve Human Life and Well Being.

B. SECONDARY CAUSES ARE:
   1. No Ventilation.
   2. Insufficient Ventilation.
   3. Improper Ventilation.
   4. Poor Maintenance of Ventilating Equipment.
   5. Lack of Sanitary Facilities.

Occupational disease occurs because man lacks, or ignores, knowledge of the toxic potentialities of the materials he processes or uses,

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or because of lack of technical advice available, and in many instances, because of the primary and secondary causes previously cited.

That good housekeeping is one the greatest weapons against occupational disease is demonstrated by a typical example:

A certain brass foundry averaged 14 cases of lead poisoning per month. After a regimen of good housekeeping was installed, with no change in existing ventilation, that plant has not had one case of lead intoxication in 5 years.

Another plant had a high exposure to silica dust, not because the ventilating system was inadequate, but because sandy dust allowed to dry and accumulate on the floors and superstructures was constantly being made air-borne by the vibration of the building, due to the moving machinery.

It has been shown that dusts of a physiologically significant particle size, less than 5 microns in diameter, will not settle out in still air in less than 8 hours in the average plant. This means that accumulated dust loads, once made air-borne at the start of the day, remain in the breathing zone during the entire working shift.

Furthermore, it has been shown by Hatch* that occupational disease is directly proportional to crowding. The amount of space allotted to each worker is necessarily reduced if materials and equipment are strewn about a plant instead of being neatly piled and arranged.

The advisability, in fact the necessity and importance of good housekeeping is poorly understood by the average plant management. There is greatly needed an intensive program of education based on visual examples of "before" and "after" pictures, and on further dissemination of scientific published evidence showing the results of poor housekeeping. This committee recommends and endorses such a program.

It is well known that the greatest progress in industrial health and hygiene has been made in those plants operated by an enlightened management. Such managements have accepted the concept and rightly concede by their acts that the industrial worker is more than an automaton; that he is endowed with human dignity. To them should go much of the credit for the great studies made in industrial health.

The workers, particularly in Illinois, have the proud distinction of being instrumental in instituting some of the first efforts to study and correct industrial health hazards. It was as a result of the insistence of trade unionists during the early 1900's that Dr. Alice Hamilton was commissioned by the Governor of Illinois to study the lead hazards and the hazards to workers in the steel and other industries. She carried on this work in cooperation with the Factory Inspection Division.

Some top managements feel secure in the fact that they are covered by occupational disease insurance and that they have thereby discharged their responsibilities to their employees. As a result, the report of an existing hazard to health is met with an indiff-

erence which is readily sensed by the line supervision. If there were the same real willingness and genuine desire to improve the industrial environment, as there is to increase profits, much of the industrial hygiene problem would be solved, and organization of the Governor's Safety Conference, or similar groups, would be unnecessary.

It is the opinion of this Committee that a statewide campaign is needed to stimulate interest in employee welfare and in the prevention of occupational disease. Top management's interest, because of varied distractions, cannot be continually maintained unless it is stimulated periodically by reminders of the benefits to be gained through better employee health and better working environment. Good industrial hygiene is not a magnanimous benefaction of management. It is good business. There is still need for research in developing methods of selling management on the fact that good industrial hygiene is good business.

C. Unhygienic Practices

The third primary cause of occupational disease, unhygienic practices, can be kept to an irreducible minimum by training and education. These practices are due to seven principal causes:

1. Workers are not always aware of the hazards involved in such practices until they have suffered the consequences of their own acts or ignorances, and frequently, the worker may be kept in ignorance in an effort to forestall malingering and to prevent "worker-fear of the job" hazard which might result in labor turnover.

   Examples:

   a. The indiscriminate use of compressed air for cleaning work areas, benches, and work clothes.
   b. Dry sweeping of floors which causes needless generation of dust. Failure to provide vacuum cleaning or wet methods of sweeping lead or silica-bearing dust.
   c. Careless handling of toxic materials, causing spillage.
   d. Eating food with hands contaminated with very toxic materials such as arsenic.
   e. Removing grease from large areas of a floor in an unventilated room with carbon tetrachloride.
   f. Handling and removal of lead drosses without benefit of exhaust or protective equipment.
   g. Improper carrying and storage of radium containing packages.
   h. Failure to provide exhaust ventilation at plating and degreasing operations.
   i. Lead and lead-bearing brass casting without exhaust ventilation for the removal of fumes.
   j. Inclusion of carbon tetrachloride into comparatively low toxicity solvent cleaners to render them nonflammable, especially when used without necessary exhaust control, to remove the toxic carbon tetrachloride vapors.

2. Toxic materials are carelessly handled because (a) they are not always properly labeled, (b) warning against improper use of such materials is not stressed, and (c) proper use is not taught or supervised.

Examples:

a. Trade names are employed, and in the case of secret formulas, stock room numbers are used on containers of toxic materials.

b. Safe handling instructions are not printed on vessels containing toxic materials.

c. Failure to acquire information as to the exact nature of the effect of components of trade name products, either as a result of negligence or indifference.

3. Workers do not always take the time to use the protective devices provided. Too frequently the worker has not been sufficiently instructed in the use of the safeguard and the necessity for using these safeguards.

Examples:

a. Failure to use respirators provided when these are the only practical form of protection, and when these would be worn failure to provide the proper type for the proper job. Lack of proper maintenance and sterilization of respiratory equipment.

b. In welding operations, the workmen fail to place the flexible exhaust intake close to the source of fume generation.

c. Ventilators are not turned on when they should be, and frequently such ventilators are poorly designed, causing draft discomfort, yet are not effective in removing the contaminant.

d. If the proper use of ventilating equipment involves some inconvenience, workers sometimes elect convenience over health. This is especially true where the hazard to health has not been effectively explained to the exposed workers.

4. Failure to report breakdown or impromptu or unauthorized modification of the ventilating system.

Examples:

a. Supervisors sometimes fail to report to the maintenance department that ventilating fans are not operating until too late.

b. Failure to report broken or smashed ductwork or hoods.

c. Poor practice of haphazardly blocking the exhaust of unused machines, unbalancing the exhaust system.

d. Adding additional exhaust outlets into an exhaust of unused machines, unbalancing the exhaust system.

5. Production sometimes takes priority over safe methods. Increase in production tempo invites and encourages the removal of "hampering" safeguards.

Examples:

a. Failure to hydroblast sand encrusted castings before grinding to speed up the cleaning operation.

b. Failure to take time to remove dross periodically from a lead sweat-out pot to increase production, and to provided lidded containers for handling dross.

c. Failure to sandblast a casting before machining to save time.

d. Removal of hoods, ductwork, etc., where it interferes with production line speed.

e. Setting up of production lines without exhaust provisions or inadequate exhaust for the number of people and operations on the line, because these would interfere with production speed.

f. Using toxic materials to replace non-toxic (chlorinated for alaphatic hydrocarbon solvents) without effective exhaust provisions because the substitute material is more efficient and rapid.

6. Chance taking.

Examples:

a. Men repairing a cupola will sometimes introduce a salamander to keep them warm, fully aware of the danger of asphyxiation. This is particularly true in foundries and other areas where no other safe, effective means for heating have been provided.

b. Entering a tank car containing toxic solvent fumes without proper protective equipment. This occurs more frequently when the operator has not been provided and/ or instructed in the use of adequate protective equipment.

c. Requiring men to go into tanks containing solvent vapor for cleaning before flushing these tanks out or testing the atmosphere in the tank to determine whether safe to enter.

d. Setting up hot operations (cyanide heat treating pots) too near antagonistic operations (chlorinated solvent vapor degreasing) or discharging the eff-

luents of these operations into the same exhaust header with possible evaluation of extremely toxic by-products (phosgene).

7. Horseplay

Examples:

a. Putting white phosphorus in the mouth (exhibitionism).

b. Deliberately shutting off the ventilation system over a benzol degreasing tank to get the operator drunk.

II. GENERIC EFFECTS OF OCCUPATIONAL DISEASE

It would be beyond the scope of this committee to consider here the specific physiological effects of the myriad toxic materials used and processed in modern industry. The specific causes of temporary and permanent damage, of partial and total injury are too numerous to detail here. This group has, therefore, confined its considerations to those effects resulting from occupational diseases and common to all. These, in general, are:

1. Suffering and distress inflicted upon the industrial worker.
2. Suffering and distress sustained by the worker's immediate family.
3. Loss of income to the worker.
4. Devastating effects on the morale of follow employee.
5. Economic losses to industry.

This committee is aware of those who whould profit by false claims based on specious evidence, and of the malingerers who would abuse the very laws enacted for their protection. While it is vitally concerned with the elimination of occupational disease and with better industrial health, it would be remiss in its duty if it failed to recommend that, before a claim for compensation is awarded, there be established a causal relationship between the clinical symptoms, the laboratory findings, and the occupational exposure. That a man worked in a brass foundry is no evidence of plumbism.

There are extreme differences of opinion in this contention. The Industrial Commission is requested to reach decisions regarding WC-OD awards, based on the facts of the individual case. There are some who might say that the Industrial Commission has failed to grant awards in the face of the most convincing evidence; a sincere appraisal and a better basic understanding of the situation by all concerned, would benefit enforcement agencies in adjudication of claims.

Since the principal interest of this committee is better industrial health and the elimination of occupational disease, it is important to stress that the generic effects of occupational disease are indeed grave and can be eliminated by good industrial hygiene.

This group recommends a state-wide educational program for worker and management alike, stressing -

1. Cost of occupational disease.
2. Incidence.
3. Economic losses to industry by reason of occupational disease.

III. THE MORE COMMON OCCUPATIONAL DISEASES

While occupational diseases include all the pneumoconioses, the metal poisons, poisons from various gases and vapors, etc., dermatitis, silicosis and plumbism, show the greatest incidence. The severity of these diseases has been markedly lessened in more recent years due to the progress in industrial medicine, hygiene, and engineering.

With the diversified industrial activity in the State, all manner of respiratory noxia will be met. A complete coverage of these factors is beyond the scope of this report. Only those problems relating to the individual worker will be mentioned; those concerning inadequate or improper handling of effluent discharge of collecting equipment with community exposures will be discussed under the air pollution section.

The incidence of occupational disease as a problem of the State is discussed in other sections of this report and will not be repeated. It is adequate to say that proper engineering control of maintenance and installation of equipment will reduce the exposure and the health impairment caused by toxic elements. Engineering control must include industrial engineering design and placement, hygienic and safety engineering control, and medical examination and follow up of the individual worker; unless all these factors operate in a harmonious group, danger to man, equipment, product, or plant may follow.

General figures of toxic levels of various materials have been proposed. (Maximum allowable concentrations). These are always group estimates and cannot be applied to individual problems. The biological effect of any material on animal or man depends on (a) quality and (b) quantity of the exposure and (c) the tolerance or susceptibility of the individual. Any dust, fume, vapor, mist, or gas may be irritating to man, yet not be toxic. These atmospheric pollutants, then, have nuisance or noxious qualities when present in sufficient amounts. A thorough understanding of the problem is necessary in order to control the exposures.

A. Quality

In speaking of the quality of material and exposure, we have reference to the type of material, route of absorption, particle size, state of suspension, etc. For example, in dust exposure, one must consider -

1. Organic dusts of biologic origin
   a. Animal origin

1. Dander, fur, hair, etc. (Mechanical and allergic irritants and occasional carrier of bacteria)

b. Vegetable origin (higher plant type)
1. Pollens, fiber, grains, etc. (Mechanical and allergic irritants; fibers such as cotton (bysinossis) can (bagassosis) mill dust, etc., may carry bacteria or minerals and lead to fibrosing lung changes, or of themselves, may plug bronchioles and lead to change).

c. Living vegetable materials (lower types).
1. Bacteria
2. Fungi
(Air borne disease due to these factors are commonly non-industrial in origin. They are, however, of public health interest and in some industries present a problem both from the point of irritation, allergy, and infection, such as cleaning rags, grain, silos, and musty damp equipment and places. The processing of biological materials may also present some problems.)

2. Inorganic dusts of mineral, metal, or chemical origin.
a. Metals.
1. Inert.
a. Iron, aluminum, barium, tin, calcium, copper, and magnesium.
(As metallic dusts, these are inert and are picked up in the lymphatics, where they may remain radioopaque; small amounts may be absorbed, some of the salts have a more toxic action.)

2. Active.
a. Systemic intoxication.
(Lead, cadmium, arsenic, manganese, phosphorous, zinc, mercury, selenium, radium.)
b. Local inflammatory reaction.
(Vanadium, beryllium, chromium, tellurium.)
(As oxides or other salts, these materials are more frequently in industry than as the metal; the reactions, however, are essentially the same. With increasing knowledge in metallurgy, radioactive tracer substances, and alloy processing, any of the metals may be introduced. Some are poorly understood; all will bear watching.)

b. Minerals - Chemicals.
(Either as used in industry, mineral referring to the crude product as mined, chemical as the more refined product. Inorganic (non-carbon) and organic (carbon bearing) in the chemical sense, are included, though for the most part, the organic chemical group is included in the solvent vapor group.)

1. Relatively inert.
   Carborundum, emery, alumina, silicates (soapstone, feldspar, kaolin)
2. Proliferative.
   a. Siliceous.
      1. Silica (quartz, flint, chert, tripoli, diatomite, cristobalite, silica gel, quartzite, bentonite, fiber glass.)
      2. Silicates (cement, slag, ganister, basalt) These are relatively benign and where fibrosis has been noted, there is usually free silica present. Asbestos causes trouble mechanically by the irritation of the long fibers.
      3. Mixtures of silica and silicates, as in granite, or in the exposures met in mining and industry.
   b. Non-siliceous.
      Beryllium (the effect of exposure to many products used in newer alloys is unknown in man).
   c. Chemical dusts.
      Any chemical substance used in solid form may give rise to dust. The properties and toxicities vary with the substance. The list is too long to include inspection, but it will suffice to point out the offending dust and standard texts and define the toxicity.
      Plastics, synthetic resins and rubbers, and many of the newer sheet, fabric, and dielectric materials offer problems as yet unknown and unsolved.

3. Fumes, mists, vapors, gases.
   In addition to dust exposure in handling materials, solvents, plasticizers, thinners, lubricants, and disintegration products add yet another group of hazards to the worker. The list used in the relatively new synthetic and plastic industry includes many highly toxic organic solvents.
   a. Asphyxiants.
      Carbon monoxide, carbon dioxide, lack of oxygen, nitrogen, hydrogen, helium, methane, nitrous oxide, ethylene, acetylene, cyanide, hydrogen sulfide, cyanogesn. (These are simple asphyxiants where oxygen is excluded as in black damp, or white damp (methane) or chemical asphyxiants where the oxygen carrying or releasing capacity of the blood is altered by a chemical.)
   b. Irritants to pulmonary tissues.
      Ammonia, acrolein, formaldehyde, hydrogen sulfide, hydrogen chloride, hydrofluoric acid, sulfuric acid, chlorine, fluroince, bromine, iodine, nitrogen oxides, phosgene, ozone, phosphorous pentoxide, arsine, methyl chloride, was gases, amyl alcohol, aldehydes, excessive heat or dryness of air.
   c. Anesthetics and narcotics.
      Gasoline, naphtha, benzine, halogenated hydrocarbons, methyl alcohol, acetone, carbon disulfide.

d. Systemic or parenchymal poisons.
   1. Affecting chiefly the liver and kidney. Chlorinated hydrocarbons and other halogenated aliphatic and aromatic compounds.
   2. Affecting the blood and blood-forming organs. Aromatic hydrocarbons, nitro compounds, heavy metal fumes, glycols.

4. Radiation
   X-ray, alpha, beta, gamma ray radiation from radioactive materials, infra red, ultraviolet radiation.
   (The above list is by no means complete and there is considerable overlap in that exposures are to multiple factors and one substance often acts on several systems of the body.)

The above rough classification is intended to indicate the scope of the problem of inhalation of atmospheric contaminants. Many of this same group may be absorbed through the skin from friction on clothing or through air. Others could be added which have a predilection for skin absorption and the toxic effects may be different skin absorption; in general, they are not. Similarly, many of these same materials may enter the body by ingestion through the intestinal canal.

The physical state of the material affects its toxic property, the higher the temperature, the greater volatility, and usually the toxicity. The particle size of solids or mists affects their absorbability and state of suspension. Particles above 5 μ diameter (1/5000 inch) in general, settle quickly and are not inspired into the deeper respiratory tract where they are readily absorbed. Those below 5 μ, and especially below 3 μ, remain suspended in air over several hours and are respirable; therefore, they present a much greater hazard. The exposure is rarely to a single substance; frequently, there develops a synergesism when two substances are involved, that is, the total toxic effect is greater than the combined effect of either alone, or one substance predispose to damage by another. For example, silica and tuberculosis, carbon tetrachloride and alcohol, benzol, and lead, etc.

B. Quantity

The quantity of material is an important factor in toxicity. It is important to know the peak concentration as well as the duration. A peak intensity of several hundred million particles for several days. The exposure over the entire work-day must be evaluated, including general atmospheric and breathing zone samples. These data, coupled with the length of exposure and the clinical data derived from examination of the patient, permit us to conclude causal relationships of intoxications. Simple grab samples compared to tables of maximal allowable concentrations have no place in evaluating a clinical intoxication.

An equally important value to be determined, but usually ignored, is the minimal concentration. Often the question is not how much exposure, but how little may have been present and still show deleterious effects. In other words, is the "irreducible minimum exposure" above tolerated levels?

All of these exposures will vary with acute and chronic exposures. This makes the problem difficult; usually such information is not available and the variables of specialist evaluation is necessary. This being an analysis, based on the individual's experiences, will be varied and uncertainties will be present.

C. Tolerance and Susceptibility

The biological effect of any toxic substance depends on the tolerance and susceptibility of the host, among other factors. Native tolerance varies with the individual, the physical state, absence of disease, nutritional state, age, sex, race and other factors. Acquired tolerance due to repeated exposure may be developed. With so many variables to be considered, it is often difficult to establish basic data. The natural defenses of the body against invasion of foreign matter account for some differences of susceptibility; for example, in the respiratory system, the efficiency of (1) the nasal filter (vibrissae, ciliated epithelium, flow of mucus, impingment in the air way), (2) the bronchial tree barrier (ciliated epithelium flow of mucus, so-called bronchial peristalses, turbulence of flow in the bronchial tree, and the expulsive force of the cough as altered by tussive squeeze and bechic blast), (3) the phagocytosis occuring in the lower respiratory tract, and (4) the reflex inhibition of respiration when irritants reach the nasopharynx. All of these are usually quite efficient in the normal animal; alterations in disease, or excessive or repeated chemical or mechanical insult to the tract will alter the protective mechanism and permit invasion of the body with deleterious effects characteristic of the offending material.

SUMMARY:

No attempt has been made to emphasize specific industrial atmospheric contaminants, or to incriminate definite trades, occupations, or industries. The industrial population of the State of Illinois is sufficiently large and the industry sufficiently diversified to merit individual analysis. (See tabular listings of workers involved in various occupations.) Significant exposures still exist in many industries; figures available over the past few years show marked reductions in the incidence of occupational disease, but new exposures appear with each new material or process. A constant vigil is necessary to keep the exposures to a minimum; the services of the industrial engineer, hygienist and physician, as a team, are required. Education and continual investigation are necessary to keep abreast in this respect. A school for training of qualified personnel and a periodic publication for disseminating information, especially to the plant operating staff is advised. The basic problem in prevent-

d. Systemic or parenchymal poisons.
   1. Affecting chiefly the liver and kidney. Chlorinated hydrocarbons and other halogenated aliphatic and aromatic compounds.
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ion of atmospheric factors of intoxication remains in recognition of the problem and removal of the toxic materials at their source, of keeping the intoxicants out of the workers' breathing zone, or keeping the workers' breathing zone out of the noxious substance.

IV. FUNDAMENTAL PRINCIPLES OF EXHAUST SYSTEMS.

Along with the industrial hygienist and physician, the engineer shares his portion of the responsibility for providing environment conducive to industrial health and safety. The actual control of contaminants is largely an engineering problem requiring engineering methods and techniques. A large portion of the engineering aspect of the problem of environmental control deals with ventilation. The importance of industrial atmospheric sanitation cannot be over stressed or over emphasized. By and large, the problem of controlling atmospheric contaminants through ventilation can be divided into two general classifications.

a. Local Exhaust.

Local exhaust is generally interpreted as a method of controlling contaminant dispersion by enclosures of the operation, in whole or in part, and exhausting the enclosure. Complete enclosure is virtually impossible for most operations while partial enclosure can be provided for most dust or contaminant producing operations. There is a direct relationship between the extent of enclosure to the amount of ventilation required. Therefore, careful study of the problem with an eye to obtaining maximum possible enclosure may result in greatly reducing the cost of the ventilation equipment as well as increasing its effectiveness.

Local exhaust ventilation is, undoubtedly, the most important and the most widely applied method of preventing industrial contamination of the air.

It is the committee's findings that the basic engineering principles are neither involved nor complex, yet these principles are but vaguely understood and improperly applied to an unbelievably large percentage of installations made within the state. Time and time again management has spent large and small sums of money in an effort to alleviate a specific problem in dealing with industrial pollution only to see the actual results fall far short of their requirements. This is unfortunate since the methods and engineering techniques, as well as the general knowledge concerning the art have progressed far beyond the actual practices.

In the light of this, it seems to the committee that it behooves industry in their own interest and behalf to make better use of the engineering talent available to solve these problems. There is a hesitancy and a reluctance, on the part of many smaller industrialists particularly, to make use of currently functioning state agencies to assist them in obtaining greater return for the money they spend to control atmospheric contaminants. In addition to the above mentioned

agencies there are numerous highly qualified licensed professional consultants available in the state to properly design the even more complex installations for local exhaust. Instance after instance can be cited where the cost of the consultant was saved many times over and the resultant installation not only cost less to purchase and to operate, but did a thoroughly satisfactory job of eliminating the hazard by effective removal of the air contaminant.

It was apparent to the committee that all too frequently after management had invested in a good ventilating system it promptly forget the fact that it requires adequate and understanding maintenance to assure continued satisfactory and efficient operation. Bent, damaged, or torn duct work is frequently not repaired, even though such repairs would increase the effectiveness of the system by 50% to 75%. In addition to the cooperation and understanding of management, it is almost as necessary to have a cooperative and well trained worker, since in many instances the effectiveness of the installation depends upon the degree of the workers' cooperation when using the equipment. Failure to educate and train the worker or an indifference on the part of the worker can contribute to atmospheric contamination far beyond the scope of the most comprehensive exhaust system.

1. Operations Where Local Exhaust is Indicated
   The following are but a few of the more commonly encountered operations in industry for which local exhaust ventilation is usually indicated.
   a. Plating (and allied operations in the plating industry, bright dip, alkali cleaning, etc.)
   b. Soldering.
   c. Tinning.
   d. Metal Reclaiming (particularly lead bearing alloys.)
   e. Solvent and Solvent Vapor Cleaning.
   f. Certain Foundry Operations and Sand Blasting.
   g. Arc Welding.
   h. Buffing, Polishing, Sanding, Grinding.
   i. Spray Painting, Paint Dipping, Roller Coating.
   j. Brazing.
   k. Heat Treating.
   l. Metal Pickling.

b. General Ventilation

After local exhaust ventilation, general exhaust ventilation is the next most widely applied single method of the control of industrial dust and fumes. There is a widespread misuse of general ventilation in the field of air sanitation. General ventilation, as the name implies, is used to ventilate general work spaces occupied by personnel pursuing their normal tasks. General exhaust ventilation is a means of removing air from a space. The air removed is then replaced by new air. In general then, general ventilation is a method of diluting the contaminated atmosphere with fresh uncontaminated air.

In this tec, there is widespread misuse of the engineering fundamentals. Frequently, even ventilation engineering will use a "rule of thumb" involving the number of air changes in the space without investigating further to see if that amount of dilution is adequate to maintain desirable atmospheric conditions within the space. In analyzing the amount of dilution required, it is imperative that some knowledge as to the characteristics of the contaminant, as to its toxicity, specific gravity, its rate of evolution or generation in the space, be known. From this data a rational solution can be arrived at by the ventilation engineer.

It should be borne in mind that for practically all operations where a problem of atmospheric contamination is involved, general ventilation should be resorted to only after the engineering practicality of local exhaust ventilation has been ruled out. From an economic point of view, the use of general exhaust ventilation usually involves considerably larger heat losses than would be en-encountered by local exhaust ventilation control of the same operation.

C. Equipment

Since many processes generate substantial quantities of contaminant, it is necessary that some sort of equipment be provided to separate the contaminant from the air before it is exhausted. There are many types of equipment with all degrees of effectiveness available, depending on the scope and nature of the material to be collected or separated.

1. Recirculators
   It is not the intent of the committee to analyze the merits or suitability of the available equipment. However, it feels duty-bound to point out a rather serious trend. In the last decade, there have been offered for sale in the state, many small unit dust collectors which are applied either singly or in multiples. Frequently these are sold without consideration for application or equipment suitability. Many units are of very low quality and are wholly unsuited to collect the material generated by the operation at which they are applied. Furthermore, many of them are so arranged that they recirculate the air even with the discharge air containing substantial quantities of toxic material. This air is discharged into the room at breathing level and constitutes in many instances a real problem, as well as a substantial hazard.

It has come to the committee's attention that the dust count at breathing level is frequently increased through the use of such recirculating unit collectors. Some units are reasonably effective for coarser particles, but are ineffective for particles that are particularly deleterious when inhaled. Due to the nature of the units, they can be tucked into almost any corner of a plant and many units may be so installed over a period of time without anyone's realizing the proportions to which the recirculation problem has grown. This generally complicates the problem of in-

spection as well since it is virtually impossible for the Factory Inspection Division - Industrial Hygiene Unit of the Department of Labor to police or inspect the large number of installations that have been made and are still being made. Much can be done by the Department of Labor to combat the problem of such ineffective units by a vigorous and firm policy both of education and enforcement wherever these units come to its attention.

2. Alternatives to Recirculation

The substantial increase in the cost of fuel for heating has brought an increasing amount of pressure on engineers to devise ways and means of salvaging some of the large quantities of heat discharged by the exhaust systems since all the heated air exhausted from the plant must be made up and reheated by design or otherwise by the heating system of the plant. The heat load imposed by exhaust systems often represents a real problem as well as a considerable operating expense. In many cases a substantial quantity of this heat may be recovered through proper study by the engineer.

In many operations and processes, cold unheated air can be introduced directly into the processing equipment and thence to the exhaust system, thus eliminating the need for exhausting heated air. Operations that fall in this category are such as flask cooling, tunnels, enclosed shakeouts, etc. Obviously, raw unheated air cannot be introduced directly to an occupied work space.

It is the committee's feeling that the manufactures of air cleaning equipment, through further research and study could and should produce equipment to give high enough efficiency requiring little maintenance, to possibly be used to recirculate air where the contaminant is more a nuisance than toxic or hazardous.

What may be even a more fruitful avenue of research lies in the development of heat regain equipment particularly suited for the task of making it practical to capture the heat energy in heated exhaust air and still permit the discharge of the noxious effluent. It is suggested that further work and study be done to investigate the possibilities in this field. Here again, we wish to point out that competent engineering of the exhaust system, the designing of hoods and enclosures so as to be effective with minimum air quantities, can go a long way in making possible greater savings with the equipment and techniques already known to the industry. Recirculation of air from toxic or hazardous operations at the present should not be condoned, and it is the committee's recommendation that the Factory Inspection Division - Industrial Hygiene Unit of Department of Labor consider such recirculation equipment as unsatisfactory for the control of atmospheric contaminants.

D. Fume Control

New manufacturing techniques and methods, as well as the substantial increase in various types of product surface treatment and finishing have introduced many problems that are not now being properly handled.

1. Arc Welding.
   Arc welding is a typical example of an operation generating large quantities of potentially hazardous fumes. The problem of controlling welding fumes needs a great deal more study in order to arrive at a more rational approach to the entire problem so that clear and practical legislation can be promulgated.
2. Soldering.
   Soldering operations have received a great deal of study and attention, and a number of papers have been written on the subject. However, there is still need for a positive program to place this information in more hands where it will accomplish its fullest in the attainment of a higher level of ventilation.
3. Electric Melting.
   The present code fairly well covers the foundry and metal working industry. However, methods of controlling the dust and smoke generated by electric melting furnaces have been developed since the original law was conceived and it is the committee's feeling that this problem should receive further study in the light of recent developments. The dust, smoke and fumes generated by electric melting furnaces is predominantly of small particle size, frequently running high in silica dust, as well as other toxic and injurious substances.

   Industry has already made some progress in taking advantage of the later developments and it is the committee's feeling that is behooves everyone to become cognizant of the progress made along these lines and to make themselves familiar with both the literature and the equipment available to assist in the solution of these problems.

   Similarly, substantial strides have been made to control the effluent smoke and dust from cupolas, primarily in the interest of smoke and atmospheric pollution control with only secondary emphasis on the operators' exposure within the plant.

D. Plating Operation Exhaust.

   There is a crying need for more specific legislation with reference to electro-plating and pickling tank exhaust. Industrial practices are somewhat varied and there is a substantial divergence of opinion as to the requirements. There is no specific reference to air volumes required. However, members of the Department of Labor have been using a somewhat tentative and elastic guide which is offered here only as a basis for review and further study. It is somewhat difficult to establish a code in connection with these operations, since the solution in the tanks are changed from one to another

from time to time. The ventilation system which is adequate for one solution today may be wholly inadequate and ineffective when another solution or another solution temperature is used tomorrow. It is important that industry recognizes that these variations do exist.

The following minimum plating tank exhaust requirements are currently being used by the Factory Inspection Division - Industrial Hygiene Unit, of the Department of Labor. It is hoped that this data will form the basis for a more comprehensive guide to the study of the exhaust needs of plating tank equipment and operations.

PLATING TANKS	CU.FT. OF AIR PER MINUTE PER SQ.FT. OF TANK SURFACE UP TO 2' IN WIDTH.	CU.FT. OF AIR PER MINUTE PER SQ. FT. OF TANK SURFACE OVER 2' IN WIDTH.
Chrome	175	200
Zinc Cyanide	150	175
Copper Cyanide	150	175
Brass Cyanide	125	150
Cadmium Cyanide	125	150
Pickling Tanks	125	150
Bright Dip	200	225
Anodizing	150	175
Electrolytic	125	150

Air should be exhausted through slots not less than an inch in width along both long sides of the tanks. In tanks over 2' in width, it is desirable to use slots not less than $1\frac{1}{2}$" in size.

All tanks exhausted by slots shall have baffles to give uniform velocity throughout the length.

Tanks up to 2' wide are preferably exhausted along both sides. Tanks 2' to 4' wide must be exhausted along both sides.

Tanks over 4' in width require an auxiliary exhaust preferably along the middle line. For this purpose tank width is measured from the edge of the exhaust slots. In some cases the effective width can be reduced considerably by extensions from the top edge of the slot.

F. Recommendations

With all of the foregoing, the committee feels that it is apparent that there is a need for considerably further study in the entire field of exhaust ventilation. We are, therefore, summarizing this portion with the following recommendations:

1. A program be promulgated to educate industry and to prevail upon them to make greater use of the engineering knowledge, methods, and talent currently available so that they may realize a greater degree of effectiveness from equipment through the use of such talent and engineering knowledge to that end that a greater degree of worker-

protection will be attained.

2. The State Department of Labor exert still greater influence and to continue to be on the alert to combat the use of small ineffective recirculating type dust collectors.

3. That further study be made to effect optimum efficiency in the application of exhaust systems with the minimum amount of air to avoid excessive heat losses and overtaxing of heating equipment. That this be augmented by the assistance of prominent people in the industry to investigate the possibilities of developing higher efficiency dust control equipment that may be used on certain innocuous problems to permit recovery of some of the heat that would normally be exhausted.

4. That fume control be studied further with the ultimate thought in mind of obtaining clearly defined and easily interpreted legislation to assist designers in arriving at consistent and rational solutions to these problems.

5. Much of the existing legislation has a tendency to be "industry-specific" and it is the committee's feeling that perhaps much could be attained by a comprehensive review to make the existing laws "industry-wide."

6. There is ample evidence that industrial expansion and processes have become sufficiently complex to warrant an increase in size of staff and available facilities of the Factory Inspection Division - Industrial Hygiene Unit of the Illinois Department of Labor so that this group might more adequately and comprehensively cover the ground.

7. In many quarters, there is a profound ignorance on the part of the role play by the Factory Inspection Division - Industrial Hygiene Unit, Department of Labor in connection with these problems. Therefore, further effort should be made to make everyone aware of the talent and assistance that is even now made available by the state. This is not only intended to include personnel but, also, various bulletins, papers, etc., published by the state.

As a way and means to accomplish these studies, it is the committee's suggestion that a permanent ventilation committee of prominent engineers be appointed on a voluntary basis to conduct these studies in conjunction with the work being done by the Factory Inspection Division - Industrial Hygiene Unit, Illinois Department of Labor along these lines. It is the committee's opinion that there are many highly qualified men in all phases of the problem who would willingly volunteer their services to work with the state in order to maintain a consistently dynamic, progressive program.

V. TYPICAL INDUSTRIAL ENVIRONMENT

In modern industry, workers are exposed to many factors which affect their health. Besides the dusts, fumes, gases, solvents, and poisons of every kind, the industrial worker today experiences effects from such other causes as heat, humidity, radiation, illumination, noise, monotony, etc., any one of which is capable of causing some physical impairment or permanent damage, and frequently is the direct cause of absenteeism.

The effects of these are true occupational illnesses which can be prevented. This committee affirms that every worker has the right to live out his years of gainful employment without suffering and without loss of income resulting from occupational disease.

A. Some Occupation Diseases Often Ascribed to Non-Occupational Causes.

It is known also that some occupational diseases have unrecognized and that symptoms and signs have been ascribed to non-occupational etiology.

The literature is rich with such examples, as given herewith:

1. True lead poisoning, diagnosed as chronic appendicitis.
2. Lead intoxication, diagnosed as gout.
3. Tellurium poisoning ascribed to the seasonings of an over zealous cook.
4. Berylliosis, diagnosed as Boeck's sarcoid or pneumonia.
5. Metal fume fever attributed to alcoholism or influenza.
6. Radiant-heat-cataract ascribed to old age.
7. Auditory impairment from noise, called congenital.
8. Silicosis, diagnosed as asthma.

It is also known that many workers and plant managements are not aware of the toxic properties of the materials they handle, nor do they realize the injurious effects of industrial processes. Frequently, the plant safety man has had no training in industrial hygiene, and hazards escape his vigilance. Fortunately, this is not invincible ignorance and it can be readily overcome by the inculcation of basic knowledge.

B. Harmful Exposures Occasioned by the Industrial Environment.

The following are a few examples of occupational exposures that are harmful to health, yet are not widely known:

1. Radiant heat is different from convected or conducted heat and is little affected by ventilation.
2. Radiant energy can cause extensive burns, cataract, cancer, etc., and this energy may be produced by a white hot furnace, an x-ray machine, a fluoroscopic

shoe fitting machine, etc.

3. Chlorinated hydrocarbons, used to extinguish fires, may form phosgene.
4. Fluorescent lamps contain a phosphorus composed of beryllium salts, the cause of beryllium pneumonitis.
5. Open salamanders give off fumes of carbon monoxide and sulfur dioxide, and deplete the oxygen of the air in confined areas.
6. Incomplete combustion of natural gas and fuel oils produces carbon monoxide aldehydes and other disintegration products.
7. Many parting compounds used in foundries are composed of finely divided quartz.
8. Mercury will give off vapor, even at room temperature. These vapors are poisonous.
9. So-called pure copper often contains lead, arsenic, or other metallic impurities. The fumes from this molten metal may cause lead poisoning.
10. Welding fumes are composed not only of oxides of nitrogen, but also of the materials of the welding rod coating, the rod, and the material and surface coating of the material being welded. Any or all of these may be toxic.
11. Dichromates can cause "chrome ulcer" or perforation of the nasal septum.
12. Buffing and polishing operations can create serious dust concentrations in the breathing zone.
13. There is a potential hazard to health in machining certain bronze castings.

These examples serve to show some of the very elemental facts of industrial hygiene which are not generally known outside of the profession. Many occupational diseases have been the direct results of such ignorance.

C. Need for Education.

Much of industry in the State of Illinois is not aware that there are trained people available, at no charge, to help with industrial hygiene problems. True, the number of such specialists is inadequate. There are no schools in Illinois that give adequate courses in industrial hygiene.

During the war, under the auspices of Illinois Institute of Technology, and by reason of a Federal grant, evening safety courses were given at various public schools in the Chicago area. These were free and were geared to reach supervisors, safety men, and plant managers. The courses were a great success, but, unfortunately, industrial hygiene was not included in the curriculum.

D. Recommendations

This committee recommends that courses in industrial hy-

giene at the graduate level by offered by the University of Illinois in order to train more specialists in this important field. It further recommends that free evening classes in elementary industrial hygiene be offered in the various public schools of the State so as to attract attendance by safety men, foremen, and plant managers. In this way people actually faced with industrial hygiene problems would be reached and given basic knowledge of industrial exposure. If nothing else, they would learn enough to consult better qualified people when confronted with a particular hazard.

The number of instructors available for such courses is limited, but there are enough public-spirited hygienists who would be willing to teach such classes. No industrial hygiene program will be effective unless key personnel are instructed in the recognition of hazards and in proper procedures for correction. Education, like good housekeeping, is one of the best weapons in the fight against industial disease.

VI. THE WORST OFFENDERS OF GOOD INDUSTRIAL HYGIENE

The worst offenders of good industrial hygiene are usually those plants where the incidence of occupational disease and absenteeism are highest. These plants are not confined to a single type of industry, but are to be found in all kinds of industry. Disregard for the rules of good industrial health can be found in large and small plants, but it is the experience of this committee that it is more common in the smaller ones. This is because there is a prevalent belief that good industrial hygiene is expensive and beyond the means of the small operator.

There is abundant evidence that this notion is false and the literature is replete with studies which have shown that production and profits go up in proportion to the improvement in industrial hygiene. Since sub-standard working conditions are still existent in Illinois, no other explanation seems to be appropriate than that some managements have not been convinced or shown that they can afford good industrial hygiene; that it is not a luxury to be indulged in only when profits are excessive.

Since the entire industry in Illinois is stigmatized by the sub-standard plants, which force upward the disease incidence factors, it would seem that a state-wide program of industrial hygiene would be more effective and fruitful if the recommendations of this committee were directed in a particular manner to those sub-standard plants. In this way the tremendous job ahead of improving industrial working conditions and employee health will not be so monumental, and by such delimitation will be rendered more practical.

VII. SIMPLE REMEDIES TO IMPROVE WORKING CONDITIONS

What can the sub-standard plant do to improve the working environment?

A. Good Housekeeping! Every plant can afford that. A study of 43 foundries revealed the following startling relationships between housekeeping and the incidence of silicosis.

HOUSKEEPING	# OF PLANTS	SILICOSIS MEDIAN	INCIDENCE MAXIMUM	PERCENT MINIMUM
Fair	5	1.9	2.8	1.0
Poor	18	4.4	15.4	1.0
Bad	22	5.4	13.8	0.8

Where housekeeping was only fair, the median and maximum incidence was much lower than where housekeeping was poor or bad.

B. Investigate the use of wetting agents. Dust from manual shakeouts can be reduced as much as 85% by using wet water on flasks before shakeout.

Wet water is most effective for moistening floors before sweeping. Ordinary water will cause mud and will not penetrate.

Cores soaked in wet water show complete penetration of moisture, whereas in a comparable time, ordinary water showed a skin penetration only. Obviously, cores can be removed quicker and with less dust if they can be treated with wet water.

Nozzles spraying a mist of wet water on rock drilling, sand mixing, stone grinding, and other similar dusty operations are often effective in allaying dust.

There is a possible application of wet water to lathe operations which produce toxic dusts.

Windows can be washed quite easily with water treated with a wetting agent, provided there is no encrustation from past years.

Clam shelling of sand heaps can be made an almost dust free operation by using wet water.

C. Investigate the possibility of substituting non-toxic for toxic materials. Silica flour parting compounds can often be replaced by calcium carbonate parting flour. Beryllium phosphors have been replaced with non-toxic phosphors. Benzol and chlorinated hydrocarbon degreasers can be supplanted in many cases by trisodium phosphate solutions.

D. Install built-in industrial vacuum cleaning systems. These do a dustless and efficient job of cleaning and often pay for themselves by the savings in reclaimed materials.

E. Install suction hoods on machinery. These can be used to eliminate dust and pay for themselves as chip collection devices.

F. Isolate dusty or hazardous processes, thereby reducing the number of persons exposed.
G. Install good illumination.
H. The State of Illinois has trained hygienists available at no charge. These specialists can be consulted and will install a regimen of good industrial hygiene within the budget limits of the small plant.
I. Small plants should consult with the State Rating Bureau. Frequently, minor changes in methods result in savings in insurance. These can then be spent for needed ventilation.
J. Every small plant can have a first-aid room without a great expense. Besides increasing employee morale, it may also bring about reduced insurance premiums.
K. Pre-employment physical examinations and chest x-rays are important prerequisites to proper job placement.

These are some of the procedures that every plant can follow and it is the recommendation of this committee that these and other remedies be incorporated in the lecture material for the evening classes in industrial hygiene previously discussed.

VIII. GENERAL RECOMMENDATIONS FOR NEEDED CHANGES IN PRESENT CODES AND LEGISLATION

Since the official agencies in the State of Illinois do not have enough qualified personnel to make industrial hygiene surveys and quantitative air analyses in every plant, the code under which they operate should be couched in general terms. Checks can then be made by simple observation and tests such as, for instance, face velocity measurements of hoods. Considerable care must be exercised in setting up codes of engineering standards, else the code becomes outmoded and inoperative in a very short time. What everyone is necessarily interested in is <u>results</u> or <u>performance</u> while the means of obtaining this end is continually being changed by research and development.

This committee makes no specific recommendations for changes in codes and legislation, since such changes may have a serious and permanent impact on industry. However, it does recognize that changes are necessary, but should be the result of serious and thorough study. Therefore, we heartily endorse and recommend that the Governor of the State of Illinois appoint a Codes Committee composed of qualified representatives from labor, management, and the State to study the present legislation and to make recommendations for need revision.

We offer the following quotation as a sound approach to the problem:

> "The standardization of permissible air contamination has proved to be a rather difficult task. The modest number of American Industrial Hygiene Standards completed by the Z37 committee of the American Standards Association in something more than a decade of work attests this fact. The principal reasons for this plodding progress have been:

(1) the scarcity of data on the physiological effects on man of extended exposure to low concentrations of air contaminants, (2) reluctance of many committee members to agree on tentative figures because they were apprehensive that the tentative figures would be adopted by some States and become fixed in legal codes, (3) fear that unnecessarily severe and impractical limits would be set, compliance with which would be prohibitively costly to industry, and (4) the inability of committee members to reconcile their several viewpoints into a common purpose."

"Certain fundamental changes in points of view will be necessary if these barriers to progress are to be surmounted and our present knowledge of what constitutes permissible contamination of air by industrial materials fully utilized."

"First, the entire membership of a committee must be in accord that benchmarks of permissible contamination limits are desirable and that they should be set without undue delay for materials encountered in industry and with a degree of accuracy in keeping with our present knowledge of the contaminant."

"Second, bases for standardization adaptable to all contaminants should be encompassed. These might include: (1) physiological response of man, (2) physiological response of animals, (3) sensory standards (comfort), (4) good engineering practice, and (5) fire and explosion control.

"Third, the committee members should be interested and qualified in industrial hygiene and toxicology and have a working knowledge of production and maintenance problems."

"Fourth, the committee must be compatible, able to work together."

"To elaborate on the first viewpoint: Do we want and do we need benchmarks for industrial air contamination? If so, let's give them an inoffensive name. If we would scrap the distasteful misnomer, "maximum allowable concentration", and call it permissible concentration of air contamination, safe practice standard, hygienic standard, or a similar descriptive name we would have removed some of the curves that has dogged the present term from the start. Persons responsible for the recognition and control of air contamination in work places must have some sort of a milestone to differentiate between safe and unsafe, or good and bad, practice. The benchmark that has evolved from sound consideration of all factors such as health, safe practice, engineering, practicability, economic possiblities, and employee satisfaction

is much to be preferred over the one that stems from off d estimations by single groups or individuals, and somet from biased or unqualified sources. The permissible c centration of a material is one factor to be consider en selecting products for use in industry. The plant or - tenance engineer must have a basis for calculating hi t- ilation requirements and he must have an accepted be k of permissible contamination so that all interested es have common ground for reaching accord."

"The only obvious objection to the development of such benchmarks would be that some States fix these tentative benchmarks in legal codes instead of leaving them flexible to be adjusted to fit the accumulation of knowledge upon which to revise the tentative standard. As long as the tentative benchmark has been set after consideration of present toxicological data and the practical production and engineering problems it matters little whether exact agreement can be reached. Where the consensus regarding a suitable benchmark cannot reach single definite figure a range of concentration is entirely satisfactory engineering-wise for the control of contamination and prevention of occupational disease. These ranges for gases and vapors might be scaled to increase by the factor 10 for concentrations up to 100 ppm or mg/cu.m. and 2 from 100 to 1000. For instance, below 0.1, 0.11 to 1.10, 1.1 to 10, 11 to 100, 101 to 200, 201 to 400, 401 to 800 and over 800, or a usefully approximate factor of 3 might well be followed throughout, thus: below 0.1, 0.11 to 0.3, 0.31 to 1.0, 1.1 to 3.0, 3.1 to 10, 11 to 30, 31 to 100, 110 to 300, and 310 to 1000. It is questionable whether there is justification for differentiation above 800 or 1000. No serious errors in engineering practice or the prevention of occupational diseases would result from the use of this or a similar system of standardization. An energetic, competent and compatible committee could reach accord on a method of classification and could classify nearly all of the common industrial air contaminants in this manner within a period of months."

"The second point of view to be clarified is that no all contaminants can be standardized on the basis of their physiological effects. It must be accepted that standardization of permissible contamination on the basis of physiological effects precludes the fixing of precise standards delineating safe from unsafe practice because in biological work results are not precise or reproducible even under apparently exactly duplicated conditions. The variables are numerous and frequently obscure. For instance, we know that nutrition is a very important factor in health maintenance and therefore must have a tremendously important influence on the physiological effect of atmospheric contaminants. The defensive effects of diet have been inadequately studied and the part that nutrition may play in the fixing of hygienic standards of air contamination is, as yet, essentially a closed book. We may never be able to establish positively safe limits of contamination for toxic materials applying to all persons at all times and yet have the limits compatible with good industrial and engineering practice. No matter how carefully our standards are established if they are

maintained at a level compatible with industrial survival there may be an occasional case of illness in the especially susceptible individual. We perhaps should be content to make industrial disease a rare and reversible condition rather than attempt the improbable goal of complete eradication. Physiological effects must not be confined to permanent injury, but should include nausea and other real signs of distress."

"Justification for values other than physiological effects upon which to base contamination standards can easily be found where discomforting effects overbalance the harmful effects or where explosion hazards are paramount. In a few instances combustion products are a basis for limiting contamination. In some instances the standard may merely represent sound engineering practice. Every standard should clearly indicate the basis upon which it has been set, and whether the value is an average one. Where the concentration can be exceeded safely for brief periods it is desirable that this information be included in the standard."

"The third and most fundamental viewpoint involves the qualifications of committee members. The subject of permissible air contamination is technical, therefore, technical personnel are required. There can be no question that the most necessary qualifications for membership on such a committee are knowledge and experience in industrial toxicology, knowledge and experience in environmental control procedures and engineering practice, experience in odor and irritation perception thresholds, and a knowledge of flammable limits and explosion prevention. Since any national standard implies a consensus of those substantially concerned with its scope and provisions, standards of permissible air contamination must be formulated or reviewed by qualified representatives of the industries involved and by industrial health authorities."

"One possibility that has not explored is the Proprietary Sponsorship plan of establishing standards. This is possible only if a society can be found that has qualified personnel to form a committee of their own choosing to do the job and at the same time satisfy the requirements of representation of all interested parties. Such standards must be supported by a high degree of acceptance and must therefore represent the consensus of all groups concerned."

"It is noteworthy that the American Industrial Hygiene Association has sponsored no move in this direction even though the present Z37 committee has been recruited essentially from its ranks. Whether this has been due to lack of interest of the officers and directors, or to their reluctance to being parties to the presentation of tentative estimates that may be prematurely adopted into State codes enforceable by law, or to a lack of encouragement from the American Standards Association is open to speculation."

"If specific permissible limits are confined to the relatively few contaminants upon which estimates are in accord, and permissible

range estimations are set for other industrial contaminants, the work of preparing guiding benchmarks can go ahead without fear of repercussions from attempts at legal definitions of safe or harmful environments."

"The American Conference of Governmental Industrial Hygienists has demonstrated the ability of a committee recruited from within its organization to reach accord on permissible air contamination for a large number of substances. Unfortunately, the usefulness of this list is restricted somewhat because the figures were developed solely by the members of governmental industrial hygiene agencies without the benefit of wide acceptance or the consensus of other groups. A broad representation of viewpoints is especially necessary for setting standards for contaminants of obscure toxicity or that are not known to cause definite injury."

"Where physiological injury has been demonstrated, that criterion must be paramount in setting a limit for contamination, but where injury has not been demonstrated and where nuisance or comfort values must be devised much wisdom is required and the industrial viewpoint cannot be ignored. Early standards, especially those to be used for out-of-door standards of pollution, might well err on the lenient side rather than otherwise. Standards to be of any use must be standards that are sound from the engineering and industrial viewpoints rather than something too rigid or unworkable that serves only to discourage or stifle interest in improving the quality of the air we breathe. The primary need is an approximate benchmark to accompany all materials as they reach industrial importance and preferably before that time."

"Standards based on explosion control are not only simple to set but leave no opportunity for discord. The procedure is to make an accurate determination of the lower explosive limit of the air mixture of the material and apply a safety factor. One fifth of the lower flammable limit is frequently quoted as the upper limit for safe practice. These standards are especially adaptable to flammable gases such as hydrogen, methane, ethane, butane, butadiene, ethylene, and any other substance where the explosion hazard outweighs the danger of physiological harm."

"There is a tendency, possible overzealous, among reformers to base standards on good engineering practice. As an example, take the degreasing machine employing trichlorethylene. In 1946 the ASA established a standard of 200 ppm for trichlorethylene based on the absence of any evidence of physiological injury at this concentration. There has since been considerable agitation to lower this figure to 100 ppm, not on the basis of toxicity or even discomfort, but on the alleged basis that a properly constructed degreaser, located and operated in accordance with the best engineering practice, does not produce atmospheric contamination above this level. The question is debatable, but many degreasers in use do, as a matter of fact, frequently produce vapor concentrations above 100 ppm in adjacent areas. To meet the proposed new standard would be unjustifiably expensive to industry."

"AIR CONTAMINATION STANDARDS" Frank A. Patty,
Volume 1, Number 4, Autumn 1949 - Standards World.

I N D E X

SUBCOMMITTEE REPORT
ON
AIR POLLUTION

		Page
	Introduction	30
I.	Principles	30
II.	Program of Action	30
	A. Research	31
	B. Legal Aspects	31

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AIR POLLUTION

INTRODUCTION

The Health and Safety Act of the State of Illinois, as enacted and amended, delegates to the Industrial Commission the authority to make rules and to the Department of Labor the authority to enforce such rules (Section 4-c) for:

"The prevention of personal injuries and diseases by contact with any poisonous or deleterious materials, dusts, vapors, gases or fumes."

Such rules may be made and enforced for all industry (excluding farming and coal mining.)

The subcommittee met and decided that its report should consist of I. Statements of Principles and II. A Program of Action.

I. PRINCIPLES

The suboommittee was appointed to consider the protection of workers and public from health and nuisance hazards and not property damage.

Government, through its agencies, is responsible for the protection of people. It is the responsibility of Government, or its agencies, to establish standards of emission and performance of equipment, to determine whether such equipment meets these standards, to point out violations of rules and regulations and to serve, when requested, in an advisory capacity. The Government, or its agencies, should not be called upon to design equipment, processes or methods.

The management of a plant is responsible (Section 3) of the Health and Safety Act) for the establishment of conditions for the reduction of pollution to a non-nuisance standard. The solution must lie in engineering and scientific approach to determine the proper type and size of equipment for a specific situation, including the amount and nature of the effluent. The equipment installed should have a measure of excess capacity (factor of safety) to allow for variations in such matters as raw materials, plant operation, etc., as well as for plant expansion. It is the duty of properly instructed labor to operate adequate equipment at a reasonable level of performance.

II. PROGRAM OF ACTION

The subcommittee recommends that a program, involving the following features, be instituted. Such a program should be started at the earliest possible moment to

promote, under the sponsorship of the State of Illinois, the establishment of more healthful and cleaner air conditions.

A. Research

1. Establish the effect of single components and of combinations of components of air pollutants on human beings in the air of plant environs, in order to establish health hazard and nuisance levels above which pollution is not to be permitted.

2. The State of Illinois cooperate with and support other agencies such as Federal Departments, Educational and Research Centers, Industry, and Local Government in the obtaining of additional knowledge on air-borne hazards.

3. The State of Illinois support fundamental research into the nature of air pollutants (aerosols, etc.) and the development of methods for the control of air pollution.

4. Surveys, based on scientific methods, should be made on the nature and amount of air-borne hazards in cities, to determine the major sources of atmospheric pollution.

B. Legal Aspects

1. There be a study of the scope of the existing codes, laws, rules, and regulations for the purposes of securing more adequate control of air-borne hazards.

2. Consideration should be given to air pollution control legislation, from a State standpoint, for the protection of communities or areas which do not have adequate regulations, administrative facilities, technical "know how," and personnel to carry on air pollution control programs of their own.

3. Provision should be made (not now mandatory) for the prior approval, by a duly designated State agency, of plans and equipment for the reduction of air pollution by industry to be built at a location not under a local code.

I N D E X

SUBCOMMITTEE REPORT ON

CHEMICAL HAZARDS IN INDUSTRY

	Page
I. Introduction-Present day knowledge.	33
II. Magnitude of Exposure To Industrial Poisons	33
A. Industrial Poisons In Illinois	34
B. Occurrence of Potential Chemical Poisoning in the Processing of Raw, Intermediate and Finished Products in Various Industries.	35
III. Recommendations	35
A. Dissemination Of Known Techniques	
1. Institutional Education	
2. Education Within the Industrial Organization.	
B. A Labeling Law	36
C. Estimation of the Industrial Hazard	37

HEALTH AND HYGIENE COMMITTEE

Report
of

Subcommittee on CHEMICAL HAZARDS IN

INDUSTRY

I. INTRODUCTION

Present Day Knowledge

The knowledge of industrial poisons and hazardous chemicals, their effects, and modes of entry into the body is today enormous and adequate to prevent most poisoning and employee injury in industry, but this knowledge is confined to experts and is not widely diffused. Large industries have personnel and facilities for obtaining and applying this knowledge, but small industries (employing 5 to 50 people) do not.

It is known that hundreds of poisonous substances are in daily use in Illinois industries, in many cases by persons who are not familiar with their properties or dangers. All of these can be safely used if the user understands their properties. Therefore, the essential problem is the dissemination of known safe techniques to the users of poisons and hazardous chemicals.

II. MAGNITUDE OF EXPOSURE TO INDUSTRIAL CHEMICALS

The exact magnitude of the industrial hazard from the use of poisonous substances is not known in terms of tonnage per year and number of persons exposed, but this information could be obtained in tabular form for each industrial poison by suitable research, using the files of the Statistics Division of the Department of Labor. Such a table should show, for each poison, the following data:

A. Amount consumed and produced per year in Illinois,
B. Industries consuming or using the poisons,
C. Number of employees having potential exposure to the poison,
D. Number of cases of injury or occupational disease reported per year due to the poison.

Once compiled, this table should indicate exactly where efforts to reduce poisoning will be most fruitful. As a contribution to the starting of this table, the subcommittee submits a list of commonly used poisons and hazardous chemicals and an outline of those industries for which special poison lists should be compiled, preferably by experts familiar with the special problems of the industries concerned.

A. Industrial Poisons in Illinois.

1. Inorganic
   a. Heavy Metals
      (1) Lead
      (2) Mercury
      (3) Arsenic
      (4) Zinc
      (5) Cadmium, Chromium
      (6) Manganese
      (7) Radium, Thorium and Radioactive isotopes
      (8) Selenium, Tellurium, Vanadium and Thallium
      (9) Cobalt and Heavy Metal Carbides
      (10) Boryllium
   b. Corrosive Mineral Acids and Alkalies
      (1) Sulfuric and Nitric Acids
      (2) Hydrochloric and Perchloric acids, perchlorates
      (3) Hydrofluoric acid (cemented carbide and petroleum industries)
      (4) Sodium Metal and Hydroxide (soap industry) Potassium Hydroxide
      (5) Lime and Cement (building industry, chemical industries in general)
   c. Miscellaneous inorganic poisons
      (1) Fluorides
         (a) Insecticide Mfr.
         (b) Magnesium Foundries
         (c) Flux in hard soldering operations and welding
         (d) Ceramic Industry
      (2) Sulfides, Hydrogen Sulfide, Sulfur Dioxide (starch, sulfonated oil industry)
      (3) Halogens, thionyl & carbonyl chlorides, chlorides of Phosphorus
      (4) Cyanides, thiocynates (electroplating)

2. Organic
   a. Solvents
      (1) Aliphatic Hydrocarbons, Alcohols
      (2) Benzene, Toluene, Xylene
      (3) Esters of Organic Acids, ethers
      (4) Ketones, aldehydes
      (5) Carbon Tetrachloride, Trichlorethylene and other chlorinated solvents
      (6) Nitrohydrocarbons and amines
      (7) Carbon Disulfide and other organic Sulfur Compounds
      (8) Ethylene Glycon and Derivatives
      (9) Miscellaneous

3. The following table is an approximate estimation of the quantity of solvent chemicals used in Illinois during 1949

SUBSTANCE	QUANTITY USED
METHANOL	1,200,000 gallons
INDUSTRIAL ALCOHOLS	2,700,000 gallons
NAPHTHAS	19,300,000 gallons
ALIPHATIC-AROMATIC HYDROCARBON BLENDS	10,900,000 gallons
COAL TAR HYDROCARBONS	12,400,000 gallons
ACETATES	39,400,000 pounds
CHLORINATED SOLVENTS	33,800,000 pounds

(THIS IS ONLY A LIMITED LISTING)

B. Occurrence of Potential Chemical Poisoning in the processing of raw, intermediate and finished products in various industries.

1. Animal by-products
2. Synthetic rubber industry
3. Dye industry, paint and printing ink
4. Pharmaciutical industry
5. Plastics and electrical insulating
6. Insecticides and herbicides
7. Explosives, lacquer & film
8. Petroleum and motor fuel
9. Paper pulp, cardboard, wallboard and plywood
10. Brewing and Distilling
11. Tanning

III. RECOMMENDATIONS

A. Dissemination of known safe techniques

1. Institutional Education
This subcommittee recommends that the Committee on Education consider ways of providing instruction at all levels in the school system in the state about the properties of common industrial poisons. In particular, at least one of the four medical schools in this great industrial area should offer courses in industrial medicine, industrial hygiene, and industrial toxicology. Curricula leasing to a degree of M.S. or Ph.D. in industrial hygiene should be worked out in one of the universities.

2. Education within the industrial organization.
The subcommittee recommends that an intensive educational effort be directed toward the management and supervisory personnel of small manufacturing establishments. Specific ways this may be done are as follows:

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a. Regular mailings of informational bulletins specially adapted to the various types of small industry.
b. Enlarging the duties of State Factory Inspectors to include educational activities, providing State Factory Inspectors with a wide variety of "safe handling procedure" leaflets which they may give to operators and supervisors during the course of their inspections.
c. Providing press releases on safe handling of poisons for the use of the many trade journals which reach the small manufacturer.

B. A Labelling Law

The subcommittee recommends that adequate labelling of poisonous substances be made mandatory in Illinois, either by regulation under the present statutes, or if necessary, by special legislation. The subcommittee considers adequate labelling to have the following requirements:

1. The Labelling Law should include:
   a. Warning labels giving an indication of the general type and severity of hazard should be mandatory for all poisonous, toxic or hazardous substances used in industry. The labels in Manual L-1, published by the Manufacturing Chemists Association may serve as a guide.
   b. Labelling should be mandatory on all containers. This should include all containers in transit, on subsequent small containers for retail sale, and on the containers actually used by the workers in the factory.
   c. In the special case of mixed organic solvents the label should contain, in addition to the required warning, a statement of the percentage content of any of the following toxic solvents:
      (1) Benzene (benzol)
      (2) Toluene (toluol)
      (3) Carbon Tetrachloride
      (4) Ethylene Dichloride (dichloroethylene, sym)
      (5) Sym. tetrachloroethane

      If other solvents of equal toxicity should come into common use in the future, the regulations or statutes should provide for their inclusion in this list.

C. Estimation of the Industrial Hazard:
The subcommittee recommends that the Statistical division of the Illinois Department of Labor prepare a table of known poisonous and hazardous materials used or manufactured in the state, in which will be included the data previously mentioned in this report. It is recommended that this table be revised annually, and that it be published in the Department's bulletin.

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INDEX

SUBCOMMITTEE REPORT ON X-RAY AND RADIOACTIVE MATERIAL

		Page
INTRODUCTION		39
I.	Present Situation	
	A. Users of Radiologic Apparatus	
	1. Industrial	
	2. Diagnostic, Therapeutic and Cosmetic Uses	
	3. Research	
	B. Users of Radium	
	1. Industrial	
	2. Medical	
	C. Radioisotopes	40
	1. Production	
	2. Processing	
	3. Users of Radioisotopes	
	D. Transportation of all Radioactive Materials	
II.	Information Available Concerning Safe Handling of X-Ray Equipment and Radioactive Materials.	40
	A. X-Ray Apparatus	
	B. Radium	
	C. Radioisotopes	
	D. Radioactive Paint	
III.	Injuries Due to X-Rays and Radioactive Materials	41
IV.	Recommendations	42

GOVERNOR'S CONFERENCE ON INDUSTRIAL SAFETY

HEALTH AND HYGIENE COMMITTEE

SUBCOMMITTEE ON X-RAY AND RADIOACTIVE MATERIAL

INTRODUCTION:

The report reviews the present situation in Illinois with respect to the employment of sources of ionizing radiation for any purpose whatsoever. There are no State regulations regarding safe-handling of these agents is reviewed. The types of injury which may result from current uses of ionizing radiation are listed. Recommendations for the control of the hazards are offered. These include registration of qualified physicists, and the requirement that such qualified individuals supervise the operation and employment of sources of ionizing radiation; and the adoption of suitable codes for the use of x-rays, radium, and radioisotopes.

I. PRESENT SITUATION:

At the present time there are no state regulations covering the use of radiological apparatus or radioactive materials. There are no provisions for the registration of the users, or for the registration, or inspection of the installations.

A. Users of Radiologic Apparatus:

1. Industrial:
The total number of installations of industrial x-ray apparatus is not known.

2. Diagnostic, Therapeutic and Cosmetic Uses:
There are 70 radiologists in Illinois certificated by the American Board of Radiology. There are 30 hospital radiology departments which are approved by the American Medical Association for resident training. It is reasonable to assume that each of the 331 approved hospitals in Illinois have one or more x-ray machines. It is estimated that 10 to 15% of the physicians and dentists own and operate their own x-ray machines. The number of x-ray units operated by osteopaths, etc., is not known.

3. Research:
The number of x-ray machines that are in use in research institutions (spectrography and crystallography, etc.) is not known.

B. USERS OF RADIUM:
There are no companies in Illinois that manufacture or process radium. There are at least two institutions

that pump radon and prepare it for use. There are two companies that prepare radon for sale to physicians. The number of industries in which radium is used in radiography is not known.

1. Radioactive Luminous Compounds:
   There are about 19 industries engaged in dial painting using radioactive paint.
2. Medical:
   It is not known how many physicians regularly use radium in treatment of disease. It is not known how much radium and radon is so employed. Radium and Radon are widely used in treatment of Cancer, skin diseases, and in diseases of the nose and throat.

C. Radioisotopes:

1. Production:
   Radioisotopes are produced by pileirradiation in only one institution in the State of Illinois: The Argonne National Laboratory of the U.S. Atomic Energy Commission. Small amounts are produced in the cyclotron of the University of Chicago. The production of pile-produced radioisotopes is rigorously supervised by the U.S. Atomic Energy Commission. Radioisotopes produced by privately owned cyclotrons are not subject to A.E.C. regulations.
2. Processing:
   Radioisotopes are processed (i.e. introduced into chemical compounds, etc.) by one industrial establishment: Abbott Laboratories, North Chicago. The amount of processing which is conducted in scientific institutions is not known; but all such activities are regulated by the U.S. Atomic Energy Commission.
3. Users of Radioisotopes:
   There are adequate Federal I.C.C. regulations for the interstate shipment of radium and other radioisotopes, and such material may not be sent through the mails. There are no state regulations for the movement of such materials within the state. The important substances in this respect are radium and radon.

II. INFORMATION AVAILABLE CONCERNING SAFE HANDLING OF RADIOLOGIC APPARATUS, ETC:

A. X-Ray Apparatus:
   There is a voluminous literature available concerning the safe installation and operation of industrial and clinical x-ray apparatus. It has been well summarized in the following publications:
   1. "Safety Code for the Industrial Use of X-Rays", American Standards Association, Code Z 54.1-1946 Part I.

2. "Medical X-Ray Protection up to Two Million Volts", Handbook 41, National Bureau of Standards, U. S. Department of Commerce.

B. Radium:
1. American Standards Association, Code Z 54.1-1946, Part II
2. "Radium Protection", Handbook #23, National Bureau of Standards, U.S. Department of Commerce.

C. Radioisotopes:
1. "Safe Handling of Radioactive Isotopes" Handbook 42, National Bureau of Standards, U.S. Department of Commerce.
2. "Handling Radioactive Wastes in the Atomic Energy Program", U.S. Atomic Energy Commission.

D. Radioactive Paint:
1. "Safe Handling of Radioactive Luminous Compounds", Handbook H 27, National Bureau of Standards, U.S. Department of Commerce.

III. INJURY DUE TO X-RAYS AND RADIOACTIVE MATERIAL:
Injury, sickness or death due to ionizing radiation is not reportable in the State of Illinois, or anywhere else. It is therefore not possible to estimate the frequency of such injury. The types of injury which can occur as a consequence of overexposure to ionizing radiation are as follows:

A. Total Body Irradiation:
Single exposure; by x-ray, radium, neutrons, etc., causes the syndrome of acute radiation injury. This may be lethal, or may result in a serious injury characterized by falling out of the hair, purpura, oropharyngeal lesions, leukopenia, anemia, etc.

B. Total Body Irradiation:
Chronic or repeated exposure; causes a syndrome of chronic radiation injury. This may be manifested by refractory anemia, leukemia, or tumor formation.

C. Local Radiation Injury:
By x-ray, radium radioisotopes, etc.
1. Hands, feet, skin, etc., may show dermatitis, necrosis, hyperkeratosis, atrophy, telangiectasia and cancer formation.
2. Eyes may develop cataract. This is important in the use of experimental apparatus: cyclotrons, accelerators, piles, etc.

D. Internal Deposit of Radioactive Material:
1. Radium, and its products; thorium, and its products; etc,, are bone-seeking alpha ray emitters. The typical outcome of the deposit of significant

amounts of these radioelements in bone is osteogenic sarcoma and refractory anemia.

2. Radioisotopes may cause variable types of injury depending on the radioelement, itsenergy, the amount, the site and extent of localization.

IV. RECOMMENDATIONS:

A. It is recommended that private individuals, industries and educational and therapeutic institutions using radiologic apparatus and radioactive materials shall be registered. The term "radiologic apparatus" shall include diagnostic and therapeutic x-ray machines used in the healing arts, industrial radiographic and fluoroscopic equipment, and accelerators such as betatrons, cyclotrons, van der Graffe and other linear accelerators. The registration in the case of x-ray apparatus should include the classification in the terms of the A.S.A. Code Z 54.1 - 1946, Part I - 4.

B. Operation of Radiologic Apparatus:
It is recommended that the operation of all radiologic apparatus be supervised by a physicist registered by the State of Illinois, Department of Registration and Education. The qualifications for registration should be at least those of the American Board of Radiology. Supervision of operation should mean, as a minimum, an initial survey of the installation, and periodic re-surveys. The results of these surveys should be reported in a standard form to the State Department of Labor. The acceptable standards of operation should be those of specified in the A.S.A. Code Z 54.1 - 1946, the National Bureau of Standards, Handbook 41, and the published recommendations of the National Committee on Radiation Protection, whichever is applicable.

C. State Code:
It is recommended that the State of Illinois should adopt a Safety Code for the installation and operation of x-ray apparatus that is equivalent to A.S.A. Code Z 54.1 - 1946, Handbook 41, National Bureau of Standards and the recommendations of the National Committee on Radiation Protection.

D. State Code:
It is recommended that the State of Illinois should adopt a Safety Code for the Safe-handling of radium, radon, and radioactive luminous materials which includes the provisions of National Bureau of Standards, Handbooks H23 and H27, and the recommendations of the subcommittee on internal emitters of the National Committee on Radiation Protection.

E. Radioisotopes:
The chief sources of hazard from the use of radioisotopes in medicine and in industry involves the handling of the material and the disposal of radioactive wastes. At the present time waste disposal concerns only hospitals and research laboratories and the amounts of material to be disposed of are small. The recommendations of the Interim Committee on Waste Disposal, U. S. Atomic Energy Commission, are adequate and should be followed by medical users, until superseded by those of the National committee on Radiation Protection. It is recommended that the State of Illinois adopt a Safety Code for the use of radioisotopes in the industrial sense, which includes the provisions of the National Bureau of Standards Handbook 42, and the recommendations of the National Committee on Radiation Protection.

F. Radiation Hazard Control:
It is recommended that a separate section for Radiation Hazard Control be estavlished in the State Department of Labor. Person in charge of the section should be eligible for certification by the American Board of Radiology.

I N D E X

OCCUPATIONAL SKIN DISEASE

	Page
I. Introduction	45
II. The Skin and Occupation	45
A. Causes of Dermatitis	
1. Direct	
2. Predisposing Factors in Dermatitis	
B. Occupational Cancer	
III. Occurence	46
A. Foundry	
B. Food Handling	
C. Metal Processing Industries	
D. Fabric and Related Industries	
IV. Prevention	47
A. Methods of Control	
V. Recommendations	48
A. To the worker	
B. To the plant owner and supervisors	
C. To governmental agencies	
VI. Conclusions	48

HEALTH AND HYGIENE REPORT

OF

SUBCOMMITTEE ON OCCUPATIONAL SKIN DISEASES.

I. INTRODUCTION

Dermatologists have always been cognizant of the deleterious effect of occupational exposure on the skin. According to the best statistics available they constitute 10 to 12% of all skin diseases and approximately 65% of all the occupational diseases, exclusive of industrial accidents. They cause considerable disability, usually partial, often complete and occasionally permanent. Many thousands of dollars are lost in wages and large sums are paid for compensation and medical care. Many diverse occupations are affected. New industrial methods are constantly producing new hazards. Industrial doctors usually regard dermatoses of little importance as they are not disabling. It is one of the duties of the dermatologist to recognize these conditions and their significance. The enactment of occupational disease laws in most of the states has been very helpful. These occupational disease laws vary greatly in the states which have adopted them. The Illinois definition of the Occupational Disease Act is considered by most as one of the clearest, broadest and most liberal of all.

II. THE SKIN AND OCCUPATION

The skin is one organ of the body readily exposed to environmental factors, and the worker is more apt to attribute a skin disease to his work than to non-occupational factors. "Not all skin diseases occurring in workmen are due to their work."

The tendency on the part of the physician to ascribe skin diseases to industrial environment is too great and rigid requirements should be followed before a diagnosis of industrial dermatitis is made. It is the task of the industrial physician or the dermatologic consultant to determine and to properly evaluate the occupational relationship. While it is desirable to protect the working man in case he actually has an industrial dermatitis, it is just as desirable and only fair to protect the employee's benefit associations and the employers.

A. Causes of Dermatitis:
   1. Direct
      a. Physical - abnormal temperatures, irradiation.
      b. Mechanical - friction causing skin irritations, callouses and keratogenic changes; cuts and abrasions which may result in secondary infectious agents present on other parts of the body.
      c. Chemical
         1. Primary irritants are those which cause dermatitis by direct action on the skin at the site of contact if exposure is

sufficiently great, for the majority of individuals. They may have a direct chemical or physical action and may also be a sensitizer. Action may occur by reduction, precipitation of proteins, solution of keratin and / or the natural fat and oil of the skin. The latter is the most important cause of industrial dermatitis. A great many materials are primary irritants including certain acids, alkalies, inorganic salts, organic acids and anhydrides, aldehydes, amines, solvents and resinous materials.

2. Sensitizers
These may not cause adverse effects on first contact, but due to certain physiological changes senstization occurs such that upon later contact dermatitis will result.

3. Due to the variation in individual susceptibility it is almost impossible to definitely list all skin sensitizers.

4. Biologic Agents
Bacteria, parasites, fungi.

2. Predisposing Factors in Dermatitis
   a. Personal Hygiene
   b. Allergy
   c. Presence of Pre-existing Skin Disease
   d. Perspiration
   e. Season of the Year
   f. Sex
   g. Age
   h. Race or Extent of Skin Pigmentation

B. Occupational Cancer
Occupational cancer is cancer which results from exposure to carcenogenic forces, or materials, to which the individual may be exposed to in his occupation. It is recognized that certain substances have carcinogenic properties. These include the by-products of coal: namely; tar, soot, pitch, anthracene etc.; petroleum: shale oil and its residues, arsenic: radiation such as roentgen rays, radium and the acitinic rays of the sun. Not all cancers occurring in workers who come in contact with carcinogenic substances, however, are necessarily occupational. There is a normal incidence of cancer among all human beings that must be taken into account.
While consideration of these various factors must be given special attention, the question of cancer resulting from occupational exposures, is not definitely settled at this time.

III. OCCURRENCE

The following are but a few samples of industries in which

dermatoses are known to occur in the State of Illinois.

A. Foundry
   1. Iron and Steel (ferrous)
   2. Non-ferrous.
      a. Aluminum - fluorides
      b. Magnesium - sulfur compounds
      c. Brass Foundries - zinc and copper.

B. Food Handling
   1. Meat Processing.
      a. Smoked products
      b. Brine cured products
      c. Eviscera
      d. Condiments in sausage and related products

   2. By-Products of Meat Handling
      a. Chemicals and soaps
      b. Hair
      c. Hides

C. Metal Processing Industries
   1. Industrial Plating Shops
      a. Chrome plating operation
      b. Copper plating (cyanide)
      c. Electrolytic cleaner
      d. Acid pickling

   2. Metal Cleaning
      a. Chemical solvents, (trichlorethylene)
                            (perchlorethylene)

   3. Metal Stamping and Screw Machine Operations
      a. Soap type lubricants
      b. Soluble and insoluble cutting oils
      c. Rust preventatives

D. Fabric and Related Industries
   1. Dyes in cloth handling
   2. Viscose products, rayon, nylon, and other synthetics.

IV. PREVENTION

A. Methods of Control
   1. Cleanliness and on the job facilities for same
      a. Unsuspected dermatitis from the cleaner
         1. Careful consideration and test of the cleansing agent.
      b. Pre-employment examinations
      c. Elimination of exposure
         1. Substitution of less hazardous materials
         2. Isolation of hazardous materials
         3. Ventilation
         4. Protective clothing
         5. Barrier ointments

      d. Cleanliness

V. RECOMMENDATIONS

A. To the worker:
   1. Personal cleanliness and proper hygienic habits on and off the job must be developed and practiced.

B. To the plant owner and supervisors:
   1. Provision of ample facilities and steps taken to carry out the above procedures outlined in the section on Methods of Control of this report.
   2. The proper medical screening of employees before placement.
   3. The analysis of the job for skin hazards both real and potential.
   4. Provisions for personal protection.
      a. Bodily clothing
      b. Manual and semi-manual means of material handling.
      c. Skin protection.

C. To Governmental Agencies:
   1. To make routine inspections with greater emphasis on uncovering real and potential skin hazards.
   2. To provide the necessary legal and administrative machinery to uncover and correct skin hazards in industry.

VI. CONCLUSIONS:

There is ample proof that significant dermatitis problems exists in industry in Illinois. These problems must be met and corrective measures instituted if the incidence of dermatitis is to be reduced in the State of Illinois.

INDEX

BIOLOGICAL FACTORS

MAJORITY REPORT:

	Page
I. Introduction a. Status of Problem in Illinois	50
II. Factors to be Considered in Biological Disease	50
III. Diagnosis and Control of Infectious Disease a. Disease transmitted from animal to man b. Brucellosis problem in Illinois	50
IV. Recommendations	52
V. Conclusion	52

MINORITY REPORT:

I. Introduction a. Major Weaknesses of the Majority Report b. State Agencies in the Problem of Biological Factors as a Cause of Occupational Disease 1. Recommendation	53
II. Discussion of Biological Factors as a Cause of Occupational Disease a. Infectious Diseases other Than Undulant Fever	54
III. Statistical data and Other Evidence of the Existence of an occupational Disease Problem of Biological Origin in the Meat Packing Industry of Illinois a. Studies made in Iowa of the Incidence of Undulant Fever b. Limited Study of Undulant Fever Cases in an Illinois Hospital c. Study of Incidence of Undulant Fever made in an Indiana Meat Packing Plant	55
IV. Economic Loss Incurred by Undulant Fever and Brucellosis	60
V. Conclusions	62
VI. Recommendations	62
Appendix	63

B I O L O G I C A L F A C T O R S

MAJORITY REPORT

I. INTRODUCTION

A. Status of Problem in Illinois

Biological factors as a cause of occupational disease in the State of Illinois have never been reported as a significant item since the enactment of the Occupational Disease Law in 1936. Never has the percentage of total occupational disease cases exceeded 2% of the total number of claims - in 1948 the ratio being 1.2%. Of the 1948 total occupational disease cases (618) only 12 were classified by the Illinois Department of Labor as due to biological agents - the subject dealt with by this subcommittee. The ratio of biological occupational disease cases in 1948 was 0.017% of the total number of claims. None of these biologic cases were fatal.

The committee does not, however, wish to infer that biological agents are to be disregarded as occupational disease factors for it is within the realm of possibility that the Illinois Labor Department figures may not indicate the actual incidence of occupational disease.

II. FACTORS TO BE CONSIDERED IN BIOLOGICAL DISEASE

In the study of any biological disease situation affecting workers certain fundamentals are applicable. The virulence of the organism, the resistance of the host, the manner in which the disease is transmitted and acquired are basic along with accurate diagnosis and careful differential diagnosis, proper treatment and a control or prevention program.

III. DIAGNOSIS AND CONTROL OF INFECTIOUS DISEASE

It is hoped that improved laboratory techniques and aids will facilitate ease and accuracy in diagnosis of certain of the biological diseases. For example, brucellosis can at present be unequivocally diagnosed only by a positive blood culture and identification of the organism. It is hoped that further scientific study will evolve simplified techniques and methods.

The keystone in the control of a biological disease is the diagnosis, yet no control agency can effectively eradicate the disease until it knows that it exists, knows where it exists and to what extent. Therefore a vital phase of epidemiology is reporting. In Illinois, biological diseases are reported to the Illinois State Health Department by the medical and veterinary practitioners and by the U.S. Dept. of Agriculture.

If a disease is not properly recognized or if a disease is not reported much misinformation concerning the disease may arise with the result that control and preventive measures become confused or lack effectiveness.

A. Disease Transmitted From Animal to Man

Diseases of animals affecting humans are best prevented by eradicating the disease in animals and such programs are most successfully conducted by government agencies at the Federal, State and local levels in cooperation with various other interested agencies. Illinois is fortunate in having a Health Department which has for a long time demonstrated its ability to cope with any disease problem.

B. Brucellosis Problem in Illinois

As an illustration Illinois is meeting the brucellosis infection problem through the combined efforts of the following groups:

American Association for the Advancement of Science	American Medical Assn.
American Veterinary Med. Assn.	Bureau of Animal Industry
County and City Health Depts.	Illinois College of Medicine
Illinois College of Veterinary Medicine	Illinois Dept. of Agriculture
Illinois Dept. of Labor	Illinois Dept. of Food and Sanitation
Illinois State Health Dept.	Illinois Medical Association
U.S. Dept. of Agriculture	Illinois Veterinary Med. Assn.
University of Illinois	U.S. Public Health Service
	U.S. Livestock Sanitary Assn.

and other teaching universities, labor unions, and industries.

Since the Illinois Brucellosis control program started in 1938, constantly increasing numbers of animals have been tested for Bang's disease. In 1948, 457,826 animals were tested and in 1949 a greater number. The Illinois State Veterinary Dept. reported that 96% of the cattle in Illinois were free of infection. It is significant that more animals are bled for Bang's disease testing in Illinois than in any other state. With increased use of the "ring test" begun in 1949, many more herds can be screened.

Extensive programs of calfhood vaccination are being carried on and the Illinois Department of Agriculture feels that within 2 to 4 years most Illinois herds will be carrying immunity against the disease.

Contagious diseases in swine are now better controlled as a result of the State Agriculture Dept. plan #1046 offered to swine breeders (proper herd sanitation, replacement with healthy animals, educational programs, etc.)

Preventive measures also include rigid entry requirements for all livestock imported into Illinois and quarantine where indicated. In addition the U.S Dept. of Agriculture plays a significant role by reason of enforcing processing and sanitary regulations to all establishments that prepare meat for interstate shipment or sale. These establishments not engaged in such trade are inspected by the Illinois State Department of Food and Sanitation. These agencies furnish the authorities with specific information which leads them to the premises from which the infected animals were shipped.

IV. RECOMMENDATIONS

Employers in the concerned industries should continue to cooperate with the agencies enumerated to minimize the possibilities or worker infection from biological factors. Adequate medical service, maintenance of sanitary and good housekeeping measures with worker attention to personal health and hygiene, use of protective equipment, etc., are essential to maintain a low incidence of occupational disease.

V. CONCLUSION

The low incidence of biological diseases reported to the Illinois Industrial Commission since the enactment of the Occupational Disease Law in 1936 might not reflect the true incidence of such diseases and therefore programs relative to their study should continue to have the support of all concerned.

GOVERNOR'S CONFERENCE ON INDUSTRIAL SAFETY

MINORITY REPORT OF THE SUBCOMMITTEE ON BIOLOGICAL FACTORS OF THE COMMITTEE ON HEALTH AND HYGIENE

by

Lyle Cooper, Director of Research
United Packing House Workers - CIO

I. INTRODUCTION

Because the Majority Report of subcommittee on Biological Factors as cause of occupational disease is inadequate in important respects, it has been deemed essential to draft a Minority Report for submission to this conference.

What follows will not direct attention in detail to every possible objectionable statement in the Majority Report submitted by the subcommittee members, However, it is desirable to list several major weaknesses in the Majority Report:

A. Major Weaknesses of the Majority Report

1. The proposed report purports to deal comprehensively with "Biological Factors as cause of occupational disease." However, the treatment actually devotes almost its entire attention to Brucellosis and Undulant Fever.
2. Even under the heading of Brucellosis the discussion is incomplete and misleading. This is chiefly because of the nature of the statistics cited. The statistical measurements employed do not and cannot reveal the actual situation existing in respect to Undulant Fever. The real situation is that the incidence of this disease is much higher among packing house workers than among the general population. This provides prima facia evidence that Undulant Fever is occupational in origin.
3. Growing out of the 2 major weaknesses just noted, the Majority Report derives a conclusion entirely too negative and too general to lend itself as a guide to a program of needed action.

B. State Agencies in the Problem of Biological Factors as a Cause of Occupational Disease

No reflection is intended in the subsequent discussion on any particular State agency. To the extent

that failures of omission have occurred in the past they may be chiefly due to the general impression that no major problem exists for Illinois citizens in the area of "Biological Factors as cause of occupational disease." However, to the extent that this impression is based on misconception, it is high time that positive measures be taken of a kind calculated to uncover the real situation in Illinois, followed up by appropriate corrective measures.

1. Recommendation

   It should be stated at this point that the recommendation emerging from what follows is that the agencies in Illinois most appropriate to the task should take immediate steps to make an intensive survey of the extent to which Biological Factors are, in fact, responsible for occupational disease in this State. Since the Department of Labor is charged with the responsibility of safeguarding the health and safety of employees in the state it is essential that this agency be centrally oriented in such a survey.

2. Discussion of Biological Factors as a Cause of Occupational Disease

   The discussion will turn now to developing, in greater detail, the reasons for maintaining that the 3 weaknessess summarily set forth above are so serious that the Majority Report not be approved.

   A. Infectious Diseases other than Undulant Fever

      First, let us briefly examine the weakness arising from failure to deal more comprehensively with Biological disease hazards of an occupational nature other than Undulant Fever. No effort will be made here at anything approaching a complete listing of other diseases of biological origin, since time has not permitted any attempt along this line. But it is suggestive of how incomplete is the Majority Report's treatment under this heading to cite some of the other specific diseases which are especially prevalent in slaughtering and meat packing establishments. The chief reason for confining these citations to slaughtering and meat packing is because in practical effect, the Majority Report is limited, at least by implication, to this industry. This is evidenced by its concentrating on Brucellosis in what amounts to an effort to show that the disease is no real problem within the packing industry.

      Even an incomplete examination of the literature discloses that besides the familiar Undulant Fever and Anthrax, the following risks of animal origin have an incidence in the packing industry much above what is "normal" for the general population:

ERYSIPELAS, ERYSIPELOID, FOOT AND MOUTH DISEASE, BUTCHER'S PEMPHIGUS, ACTINOMYCOSIS, ANTHRAX, AND "HOG ITCH" resulting from handling intestines infested with round worms.

Another hazard is erosion of the nails among workers extracting the pancreas or sweetbreads from carcasses preparatory to the production of insulin.

There is also "Q" Fever (first identified in Queensland, Australia), a pulmonary disease arising from an infection among livestock and to which packing house workers are particularly exposed. It will be recalled that a serious outbreak of "Q Fever" was reported several years ago in one of the large packinghouses of Chicago.

It must be emphasized that the attention here devoted to health hazards in slaughtering and meat packing should not at all be taken to imply that occupational diseases of biological origin are unimportant in other industries. In fact, the intensive survey which this report seeks to show as unnecessary should undoubtedly map out and initiate surveys in all industries or occupations where there is good reason to believe such diseases may be a serious problem.

III. Statistical Data and other Evidence on the Existence of an Occupational Disease Problem of Biological Origin in the Meat Packing Industry of Illinois

We now come to a consideration of the second weakness listed above: the statistical evidence relating to the prevalence of Undulant Fever. The material cited by the Majority Report is interpreted as justifying the view, first, that Undulant Fever is a disease of very minor general importance and, second, to the extent that it is a problem, the proper way to combat the disease among humans is to eliminate the disease among livestock.

On the latter point it may be granted at once that the ultimate eradication of Undulant Fever among the citizens of Illinois and of other states will come from the eradication of Brucellosis among livestock. In the meanwhile, however, Undulant Fever does exist and reliable data show that it is much more prevalent within the population of Illinois in general and among the State's packinghouse workers in particular than is conveyed by the figures cited in the Majority Report.

It is implied in the Majority Report that Undulant Fever is not serious in Illinois because of the small number of <u>reported</u> cases. It is inferred, nevertheless, and authorities on the subject stress, that diagnosis is an important key to the whole problem. Informed writers on the subject are careful to point out that many individuals have Undulant Fever. But their condition may not be discovered for a long time -- or at all - because the disease is not diagnosed as such. Whether due to faulty diagnosis or because the diseased in-

dividual does not go to a physician, it is obvious that the number of cases "reported" under those conditions will greatly understate the real incidence, even for the general population, of Undulant Fever.

This is made evident in the recent pamphlet, Crippler in Disguise - The Story of Undulant Fever in America, by Dr. Alice C. Evans and T. Arthur Turner. In this publication issued by the National Society for Crippled Children and Adults, Inc., withheadquarters at 11 S. Lasalle Street, in Chicago, we read: "The actual number of persons infected can only be estimated; for several years an average of about 3,500 cases annually have been reported to the state and territorial health services. Experts point out, however, that a conservation estimate of actual numbers would be at least ten times that, or 35,000. Some estimate that at the very lea t, ten per cent of the rural population of America are infected, while others go far beyond that and claim the possibility that while ten per cent of the entire population may be infected, probably one per cent of those infected, or 130,000 persons, is constantly clinically ill with the disease - that is, sufficiently ill to have recognizable symptoms."

As regards the particularly heavy incidence among packing house workers, Evans and Turner state in the same source: "Undulant Fever is rarely, if ever, transmitted from person to person. The average citizen acquires it in one of 2 ways - by drinking the raw mild of infected cows or goats, or by handling infected animals or their infected carcasses. Hence, Brucellosis is an occupational disease among farmers and employees of slaughter houses. Many veterinarians and laboratory workers also acqure the disease in the course of their professional work, but these are, of course, not significant statistically because they are numerically a small professional class who fully realize the hazards of their work."

Note the unqualified description in the statement just quoted of Undulant Fever as being an "occupational disease" among packinghouse workers as well as among livestock farmers. It should be observed in passing that one of the authors, Dr. Alic C. Evans, is Senior Bacteriologist of the National Institute of Health and that she is described in the Foreward to the pamphlet as "qualified by years of research in the bacteriology of Brucellosis to discuss this infection." The Foreward is by Charles Armstrong, M.D. Chief, Division of Infectious Diseases, National Institute of Health, U.S. Public Health Service.

There is a common misconception that Undulant Fever results almost exclusively from drinking raw milk. But the source just cited states that "probably half of the total cases of Undulant Fever are contracted from rqw milk. T he remainder are of occupational origin - farmers, slaughter house workers, veterinarians and laboratory workers - those who by the nature of their work are in contact with infected animals or carcasses."

This point is elaborated on further in the U.S. Department of Agriculture's Yearbook for 1942, Keeping Livestock Healthy:

"It has been estimated by the Public Health Service that about 50% of human infection is the result of contact with infected swine on farms or in abbatoirs. The frequent occurrence of the disease in human beings in swine raising localities is indicative of the danger, and the disease often occurs among workers in packinghouses as a result of handling carcasses of infected swine. Studies have shown that in the Corn Belt more than half the cases of Undulant Fever are caused by the swine type and that in regions where the infection in hogs is not common this type of infection in man is less frequent." (P. 733)

The above reference to swine has special meaning inasmuch as hog slaughter and pork operations account for such a large proportion of the total work performed in such leading packing centers as Chicago and East St. Louis. In the latter center, the National Stockyards in 1949 became the largest public market for hogs in the United States.

Statements quoted above thus conclusively and authoritatively state that Undulant Fever is an occupational disease whose incidence is particularly heavy in the meat packing industry. It remains to implement this fact, generally recognized among those who are closely conversant with the subject but probably little understood among the general population, with statistical evidence.

A. STUDIES MADE IN IOWA OF THE INCIDENCE OF UNDULANT FEVER

In a paper by Dr. Carl J. Jordan, Iowa State Department of Health, and found in the volume of proceedings of the First Inter American Conference on Brucellosis*, held in Mexico City in October 1946, a table is presented for each of the 5years - 1939 - 1943 on Brucellosis cases reported for Iowa's population - see p. 146. Breakdowns are given for Rural Areas which are in turn divided into Farm Residents and those residing in Towns of Less Than 2,500 Population, and Urban Areas of over 2,500 which are divided into Packinghouse Workers as a special group and All Others. (The table is reproduced as an Appendix at the end of this report.)

Rates per 100,000 population are derived on the basis of the reported cases. Based on the 1940 census, the farm population numbered 916,768, rural non-farm population 537,269, while total urban population was 1,084,231. The relatively small group of packinghouse workers in Iowa is estimated by Dr. Jordan to number 20,000.** Under each heading the number of cases of

*Ediciones Del Hospital General, Mexico, D.F. 1948.

** The 1947 census of Manufactures reports the number of production workers as 21,025 for the Meat Products Industry in Iowa. The figure for Illinois is 24,245.

Undulant Fever reported showed a general and marked tendency to increase from 1939 to 1943 - with the notable exception of "all other" in the urban classification where the source of infection is from raw milk but where most of the milk is pasteurized.

But the most isgnificatn feature about this table is the tremendously higher rate among packinghouse workers during each year as compared with any other classification. For example, in 1943, the rates per 100,000 were as follows: farm residents, 19.7; rural non-farm, 12.7, urban other than packinghouse workers, 4.2; and packinghouse workers, 270. Thus, even in comparison with farm residents - where the rate has more than doubled since 1939 and is almost 5 times as high as that of the "all other" urban group - the rate for packinghouse workers was 13½ times as high. Even more significant: the packinghouse rate in 1943 was more than 64 times as high as for "all others" residing in urban areas!

The meaning of the contrast just cited deserves the most careful consideration. Properly evaluated it definitely establishes that the much greater incidence of cases reported of Undulant Fever among packinghouses. This is demonstrated by the very low rate among the general urban population whose occupational pattern did not expose them to the disease.

An earlier statistical breakdown for Iowa of a similar nature is presented in an article, "Undulant Fever", by Hardy, Jordon and Borts, appearing in the Journal of the American Medical Association, No. 107,1936. In their conclusions these authorities state: "The significance of direct contact with livestock and carcasses has been further demonstrated."

B. LIMITED STUDY OF UNDULANT FEVER CASES IN AN ILLINOIS HOSPITAL

For Illinois, statistical data, with the type of breakdown cited for Iowa, have not come to our attention. However, highly suggestive that the same general condition exists in Illinois as in Iowa is evidence cited in "Brucellosis in Packinghouse Workers," by M.G. Levine, Hektoen Institute for Medical Research, Cook County Hospital, Chicago. This article sets forth the results of a study of 24 cases of Undulant Fever at the Cook County Hospital. Of the 24 cases, 17 originated among packinghouse workers. This constituted over 70 per cent of all cases, and considering that there are fewer than 20,000 production workers employed at packinghouses of Chicago in an urban population of considerably more than three million in Cook County, the relative rates indicated are closely in line with the above cited Iowa experience. (See Journal of Industrial Hygiene, Vol. 25, No.10)

However, both in respect to the very limited evidence for Illinois (involving as it does only Hospitalized cases for one hospital in one county) and in respect to the more com-

prehensive evidence for Iowa, a major limitation must be noted, This is that the measure applied is reported cases - with the Cook County figures even further limited.

Recall here the informed opinion of Evans and Turner quoted above - based as it is on additional authoritative opinion - that the actual number of people suffering from Undulant Fever is much greater than is revealed by the number of cases reported. Unquestionably, it is therefore correct to conclude that the dimensions of the total problem are much greater, both in Illinois and Iowa, than the typical kind of available statistics indicate. In this connection it should be kept in mind that these 2 states, by a wide margin, employ the largest number of packinghouse workers among all the states.

However, what these statistical data - particularly those from Iowa, - do establish conclusively, is the tremendously higher incidence among packinghouse workers of Undulant Fever than obtains in the rest of the population. Admittedly, reported cases - taken by themselves - greatly underestimate the entire problem for all groups. But the relationship embodied in the Iowa data conclusively show that the other chief problem relating to Brucellosis among human beings is of an occupational nature.

C. STUDY OF INCIDENCE OF UNDULANT FEVER MADE IN AN INDIANA MEAT PACKING PLANT

Evidence which greatly strengthens this conclusion is provided by the actual testing of the employees, including supervisors and office workers, at the Weil Packing Company, Evansville, Indiana. This is a small plant. But there is every reason to believe that the experience at Weil Packing Company, taken together with the kind of evidence previously cited for Iowa and Cook County, would yield substantially similar results if tests were run in the large plants of such centers as Chicago and East St. Louis.

These tests at Weil - obviously made with the approval of the management - were carried on by Raymond Fagan, Veterinary Epidemiologist. Some of the workers were employed in more than one department (a condition also frequently existing in large plants), but they are classified on the basis of where most of their time was spent. The tabular results of the study accompanied by a brief explanatory statement, appeared in The Packinghouse Worker for Sept. 5, 1947 and are reproduced as follows:

DEPARTMENTS	SAMPLES	REACTORS	% REACTORS
Lard Rendering	1	0	0
Sausage Kitchen	17	1	5.9
Smoke House	1	1	100
Truck Drivers	2	1	50
Killing Floor & Boning Room	18	4	22.2
Maintenance	8	0	0
Supervisors	7	1	14.3

DEPARTMENTS	SAMPLES	REACTORS	% REACTORS
Shipping	11	0	0
Cleanup	6	1	16.7
Tank Room	4	2	50
Office	3	0	0
Bacon Room	2	0	0
TOTALS	80	11	13.5%

1. Of the eleven reactors, one gave a previous history of Undulant Fever.
2. Of the eleven reactors, none gave a history of drinking raw milk.
3. No females reacted to the rest.
4. It seems obvious from the results that the place where most exposure exists is on the killing floor and in the tank house. All people who work with chilled meats seem not to be in great danger.

The Weil Company record shown by the above figures is startlingly at variance with the kind of state-wide data for the general population, relied upon in the Majority Report. Moreover, even the much higher incidence of Undulant Fever among packinghouse workers, based solely on reported cases in Iowa, is shown by these figures for Weil employees as greatly under-reporting the extent and intensity of the problem among this occupational group. For recall that the rate in Iowa of 270 for packinghouse workers is measured against 100,000 individuals, while the tests at Weil Packing Company show 13.5 % reactors among 80 employees, with a considerable proportion of them not directly exposed.

If there are serious questions about the representativeness of the Weil Company experience, the obvious way to answer such questions is to make tests in Illinois - preferably at a number of packinghouses in different parts of the State. For comparative purposes, it would also seem to be highly desirable to make sample tests among the general population for individuals not employed in packing.

IV. ECONOMIC LOSS INCURRED BY UNDULANT FEVER AND BRUCELLOSIS:

That the economic burden on those individuals afflicted with Undulant Fever is a severe one, is clearly stated in a recent article in which the chief attention is directed to the Brucellosis probelm faced by livestock farmers. In Farm Policy Forum, issued by the Iowa State College Press, in an article entitled "Brucellosis - Your Fight Too," by Scott Ellis, member of the Iowa Brucellosis Commission, after pointing out that "scientific evidence indicates that rarely, if ever, does one human get Brucellosis from another human," it is stated (p.13):

"We have no available estimates of the economic losses due to Brucellosis in man. But we do know that Brucellosis in man often results in a serious incapacitating illness of long duration - with an occasional death. Anyone who's had Bruce-

will tell you it's not to be sneezed at."

It is worth reverting here to the assumption that the way to eradicate the economic and human costs arising from Undulant Fever in man is to eradicate Brucellosis in livestock has not been won.

The fact is, of course, that this fight is far from won- even among dairy cows where greatest progress has been made. Meanwhile, in respect to swine - the source, as we have seen, most dangerous to packinghouse workers - we have this authoritative information as reported by Dr. Alice C. Evans at the previously conference on Brucellosis in Mexico City (Op. Cit. pp 140 - 141).

"Consider the comparatively recent appearance and spread of Br. suis infection in swine, the very recent appearance of Br. melitensis infection in swine, and the recent appearance of Brucellosis in the sheep of this country, and recall that in France, with a few years' earlier start, the disease is already widespread in sheep. It appears that the ability of the parasite to attack particular animal species may undergo change, or the resistance of the host species may undergo change. There is no reason to think that the present prevalence of Brucellosis in the United States has attained a fixed status. It is to be expected that the disease will present a growing problem to public health workers.

"The following outline points out the possible direction of changes which may result in the wider spread of Brucellosis in the United States if means of checking the disease are not found. Possibilities are discussed in the approximate order of probability.

"1. Br. suis may spread to all parts of the United States primarily through swine, secondarily through cattle, infecting man with a more severe form of the human disease than now exists in those regions where the comparatively mild Br. abortus is the predominating or sole brucellar species.

2. The disease may spread in sheep, with attendant danger to man, particularly to shepherds and slaughter house workmen.

3. Although the goat-raising industry may not be greatly extended, the highly virulent caprine type of brucella may be disseminated to regions where it is now unknown through sheep, cattle, swine or other species of animals.

4. A brucella strain to which dogs are readily susceptible may develop, and that would carry danger into urban as well as rural homes.

5. Likewise, a brucellar strain capable of transmitting the disease from person to person may develop.

These are some of the possibilities which suggest that there

is reason for concern about the further spread of Brucellosis in the United States."

In view of these carefully formulated conclusions of Dr. Evans that in important ways we are confronted with a growing rather than a diminishing problem, and having in mind the effort and money now expended to combat Brucellosis in livestock, it is clear that the human side of the problem deserves - and requires - much greater attention.

Concerning Brucellosis among dairy cows, we have various plans and approaches in the various states which seek ultimately, to eradicat completely this disease. Such of these plans as are really adequate involve systematic testing for the incidence of Brucellosis. Meanwhile, scientific work is in progress which aims to lessen Brucellosis among swine.

V. CONCLUSIONS

Is it not therefore highly appropriate and timely to make at least a good beginning, through carefully selected sampling, of discovering through appropriate tests, what the real incidence of Undulant Fever is in Illinois? In fact, such a procedure would seem to be long overdue.

The place to begin the necessary surveys, the data set forth above makes clear, is among the production workers in selected meat packing establishments.

The necessity for surveys conducted by unbiased and scientifically motivated State agencies is further underlined by the fact that the packing industry in Illinois has not assumed responsibility for any program to discover the real size of the Undulant Fever problem among its employees or to combat the problem.

In addition, to our knowledge, no State agency in Illinois has ever made the kind of survey, and analysis of the resultant data, as we consider essential if the whole problem of the occupational incidence of Undulant Fever in Illinois is ever to be adequately illuminated and interpreted.

VI. RECOMMENDATIONS

A. Subcommittee therefore recommends that a survey, involving scientifically adequate tests, be made by the appropriate Illinois State Agencies in order thereby to obtain complete data on the incidence of Undulant Fever among packinghouse workers. Because of statutory consideration, we believe among the principal appropriate agencies for such a survey must be the Illinois Department of Labor.

B. The subcommittee further recommends that such other State-conducted surveys be made, as may be deemed advisable, by the appropriate Illinois State Agencies in respect to other diseases, besides Undulant Fever, of biologic origin.

APPENDIX

TABLA II. PRUCELOSIS EN IOWA - 1939-1943

Numero de Casos en Areas Urbanas y Rurales por 100,000 Habitantes Basada en 1,378 Casos Reportados Y 235 Pacientes Que Sufrieron Brucelosis en Los Ultimos Tres Anos (1943-1945)

	RURAL AREAS				URBAN AREAS				STATE TOTALS	
	FARM GROUP (a)		CITIES, TOWNS UNDER 2500 (b)		CITIES OVER 2500 (d)					
YEAR	FARM RESIDENTS		ALL OTHERS		PACKINGHOUSE WORKERS		ALL OTHERS		ALL CASES	
	No.	RATE PER 100M.	No.	RATE PER 100 M.	No.	SPEC. MORBID RATE (c)	No.	RATE PER 100 M (d)	No.	RATE PER 100 M (e)
1939	80	8.7	37	6.9	19	95.0	37	3.4	173	6.8
1940	107	11.7	39	7.3	67	335.0	48	4.4	261	10.3
1941	135	14.7	37	6.9	35	175.0	59	5.4	266	10.5
1942	150	15.5	53	9.9	62	310.0	65	6.0	330	13.0
1943	181	19.7	68	12.7	64	270.0	45	4.2	348	13.7
TOTALS 1939-43	653		234		237		254		1378	
AVG. ANN. CASES	131		47		47		51		276	
AVG. RATE PER 100M		14.3		8.7		245.0		4.7		10.9

(a) 916,768 - farm population - Census, 1940.
(b) 537,269 - rural, non-farm population-Census, 1940.
(c) 20,000 - packinghouse workers (estimated total).
(d) 1,084,231 - urban population - Census, 1940.
(e) 2,538,268 - total population - Census, 1940.

C. The subcommittee further recommends that following such surveys as indicated above, if warranted, such action as is required be taken to prevent the occurence of infectious disease arising from occupational sources.

IOWA STATE DEPARTMENT OF HEALTH, DIVISION OF PREVENTABLE DISEASES.

Illinois
Crab Orchard Lake
Community Notes
Region VII

Miss Frieda Miller, Director July 26, 1944

Martha Ziegler

Miscellaneous Notes on
Herrin-Carbondale, Ill.Area.

Attention Miss Nienburg

CONFIDENTIAL - (Most of the Information Obtained from Confidential W.M.C. & O.C.W.S. Reports).

In answer to Miss Nienburg's inquiry about the Herrin-Carbondale Area, I am endeavoring to compile a summary of the information which I have obtained from various sources. As I indicated in an earlier report, the entire area is still considered a rather depressed area and an area where there is a labor surplus. Mining has long been the chief industry and the land is said to be so poor that agriculture cannot be considered a major industry. I think that several people with whom I have talked have been somewhat puzzled at our interest in this area. Perhaps it is because most of the Government people with whom I talked are spending most of their time on the highly congested areas. However, I presume that we are interested in knowing what development there has been in employment for women in the area, what prospects there are for the future, and how the women themselves feel about the general situation.

I have gone over a number of the monthly Field Operating Reports and Demand-Supply Supplements issued by the War Manpower Commission. The War Manpower Commission includes about twenty-nine counties in its "Little Egypt" area. However, the Herrin Labor Market area includes Williamson, Johnson, Franklin, and Jackson Counties. One or two persons have asked me how wide an area we might expect to cover in our survey since it is believed that persons from a fairly large area have found employment at the Illinois Ordnance plant.

In the Field Operating Reports and in some reports which I saw in the office of Community War Services numerous references are made to the Illinois Ordnance Plant. On February 29,1944, 1200 production workers of whom 900 are reported to have been women were laid off. By the end of March another 300 had been laid off and 75% of these were women. The Labor Market survey for March 1,1944 indicated that there were a total of 4708 employees of whom 1,934 were women. By May 1,1944 total employment had dropped to 2,745 of whom only 793 were women. However, there are rumors that this plant is going to open another load line and be in full production again by August. In fact W. M. C. gave me an estimate of an anticipated employment by November 1,1944 of 4,745 of whom 2,335 would probably be women. However, from previous experience I believe that these estimates may be much too high. Also the June W. M. C. Field Operating Report indicates that relations between the Ordnance Plant Management and W. M. C. may not be entirely satisfactory and that the management may not inform

the local W. M. C. fully as to its plans. In June, the Ordnance Plant is said to have complained of labor shortage but W. M. C. does not think that any real shortage exists.

Illinois Ordnance Plant:

A few notes from W. M. C. and O. C. W. S. reports concerning this plant might be of interest.

According to the W. M. C. December, 1943 Report, the plant then had about 5000 workers. The management uses the Employment Service but at that time and at least for several months in 1944 the plant was not recruiting its workers exclusively through the U. S. E. S. Presumably the company will not hire any worker who did not live, during 1940, within a radius of fifty miles of the plant. W. M. C. also reported in January that the company would hire only women between the ages of 25 and 50. According to numerous reports, absenteeism and turnover have been generally high but the company has been able to find new workers and so has kept up its production. Early in February, 1944, a representative of the Social Protection Division of O. C. W. S. talked with the plant health officer, Dr. A. H. Nehil. This official reported that there are certain departments in which many people will not stay and that absenteeism is high. In one of these departments, which is called the TNT Department in the report, some employees have become quite ill and have suffered from a "toxic condition". In another department a good many of the workers have had their hair and skin turn a bright yellow. People who work in this department have been nick-named "canaries" and many women have refused to stay.

Apparently employment opportunities for women in other industries in the area have remained comparatively limited. In the Mount Vernon Labor Market area, which is part of the same general region, there are a couple of shoe factories and there is the Hollywood Candy Company at Centralia.

Recent W. M. C. reports indicated that there may be some new small factories opening in this region which will give some employment to women. A quotation from the May, 1944 W. M. C. Field Operating Report may be of interest.

"The interest developing in industrial circles, especially from organizations desiring to decentralize production is very encouraging, both for the present and possibly the future industrial activity in this area. Requests are being received in increasing numbers for information and data regarding the labor supply, factory facilities, utilities, etc. of various towns in the southern part of Illinois. The W. M. C. is giving hearty cooperation to the local civic organizations as well as to the corporate representatives. In the past five months five branch factories have been started or definitely will start operations in the very near future. The fact that most of these factories require a

preponderance of women workers, makes the recruitment problem much easier, since a majority of those employed are available for work under these or similar conditions. Most of these women are house-wives or members of a family wherein the men are steadily employed locally and who, in most cases, own their homes".

Some of the five factories mentioned in the above quotation are probably at some distance from the immediate Herrin-Carbondale area. One of these factories is to be operated by the Edison Electric Company which according to the June W. M. C. report was preparing a building for occupancy in Benton. This factory is expected to employ at peak about 300 workers, mostly women.

A shoe factory is being established at Germantown which will probably employ 100 to 200 workers to start. A small dress factory is expected to begin operations soon in Centralia.

According to the June report, the Majonnier Company is negotiating for a lease in West Frankfort for the purpose of establishing a branch factory to manufacture dairy and food processing equipment. This is apparently a post-war operation and will more than likely be permanent. However, there is no indication as to whether this company will be able to use women.

Enclosed with this report is a copy of a report which was made on this area early in 1942 by the office of Defense Health & Welfare Services. I imagine that a copy of this report is already in Miss Spring's files but if not, a certain amount of basic information can be found in the copy attached. A bibliography is included . Item 15 on page 32 refers to an article on the area which was written by John Parrish. Mr. Parrish is now Regional Director for B. L. S. in Chicago. He was Economics Professor at Southern Illinois Normal University. Mr. Parrish told me that he believes the Illinois Planning Commission at 23 So. LaSalle St. has a good deal of material on the Southern Illinois area, including a copy of his report. Professor Louis Wirth of the University of Chicago is Executive Director of the Planning Commission.

Mr. Boyer, who is head of the Office of Community War Services here, told me that his organization might be able to collect a little information for us if we had some specific questions about the area. However, he said he could not make a definite promise because their staff is limited and most of their work is to be done in the congested areas.

In the course of my inquiries about this area I met Mr. Adenoff who is head of the Research Division for the Illinois W. M. C. Mr. Adenoff is also connected with the Illinois Unemployment Compensation Division and serves as an alaison person between the two agencies. At present he is engaged in compiling material from Unemployment Compensation and W. M. C. reports and is making comparisons as to employment trends by regions, industries, etc. for the years 1939 and 1943. As yet he seems to have no data broken down by sex but believes that he will have within six months.

He thinks that it will be necessary for his division to have facts and figures ready by the time the next legislature meets because there will be pressure for changes in the Unemployment Compensation Law. Mr. Ademoff said at the last session employers wished an amendment to the Unemployment Compensation Law which would definitely exclude pregnant women or women leaving the State.

I shall be glad to call at the Illinois Planning Commission and to hunt for additional back-ground material concerning the Herrin-Carbondale area if that seems advisable. I presume Miss Ewing will be directing the field work and thought perhaps she would want to come to Chicago and get some additional back-ground material herself. Possibly she could learn agood deal by simply talking with Mr. Parrish, Mr. Boyer and others who know the region quite well. Incidentally, I saw a reprint from the Washington Post of March 7,1943 of an article by Agnes Meyer which is partly about the Herrin area. It is called "War Plant Jobs Tame Bloody Herrin, Illinois".

This article mentions briefly the point several persons have mentioned to me, namely, that the area has had a rather bloody history in the past and that employers may be rather reluctant to locate permanent industry in the area.

As I believe I mentioned in an earlier report, copies of W. M. C. Labor Market Reports or Demand-Supply Supplements for the various areas seem to be scarce at present. Mr. Revzahn, head of the Program Planning Division for this region, told me that he would be glad to have me consult file copies of the reports for as many areas as I wished. He also said that if we definitely decide to make a survey in one or two areas he would try to supply us with at least one copy of the current report for that area. The next Demand-Supply Supplements should be available about August 10th. If you would like me to try to get a copy of the next report for the Herrin-Carbondale area, please let me know and I shall get in touch with Mr. Revzahn immediately.

U. S. DEPARTMENT OF LABOR

WOMEN'S BUREAU

To—		From—	Re Attached Please—
	Anderson.		Approve
✓	Nienburg.		Comment
	Larrabee.		Note
	Benham.		Note and return
	Dern.		Reply
	Erickson.		Draft of reply
	Hyde.		Signature
	Manning.		Would like to discuss
	Mettert.		File
✓	Pidgeon.		
	Robinson.		Date
	Smith, F.		Note:
	Spring.		
	Stitt.		
	Files.		

OPO 16—2440

Mrs Robinson — The
newspaper article and
position is all starting
(esp. in view the widow problem) I
that you might like to have a
reference to it.

STANDARD FORM NO. 64

VII

Office Memorandum • UNITED STATES GOVERNMENT

TO : Miss Nienburg

FROM : Miss Ziegler

SUBJECT:

WOMEN'S BUREAU.
JUL 21 1944
DEPARTMENT OF LABOR

DATE: July 19,1944

Enclosed find copy of a letter from Frederick L. Deming, Research & Statistics Division, Federal Receive Bank of St. Louis to Mr. Walter E. Hoadley, Jr., Industrial Economist, Research and Statistical Department, Federal Reserve Bank of Chicago, which Mr. Hoadley, Jr. sent to me.

Martha Ziegler
per Emily Burke

FEDERAL RESERVE BANK OF CHICAGO

COPY

FEDERAL RESERVE BANK OF ST. LOUIS (2)

July 15,1944

WOMEN'S BUREAU
JUL 21 1944
DEPARTMENT OF LABOR

Mr. Walter E. Hoadley, Jr., Industrial Economist,
Research and Statistical Department,
Federal Reserve Bank of Chicago,
Chicago 90, Illinois

Dear Walter:

This is in reply to your letter of July 11, concerning conversion problems in Southern Illinois and Indiana towns in coming months.

As you probably suspected, with very few exceptions there is not much manufacturing activity in the Eighth District portions of Illinois and Indiana. Such as there is is concentrated primarily in Madison and St. Clair counties, Illinois which, as I understand it will come under the jurisdiction of the St. Louis office of the employment service, and consequently, will not be of interest to Miss Ziegler, at Evansville, Indiana and in Clark and Floyd counties Kentucky, which will probably come under the jurisdiction of the Louisville office since they are right across the river from Louisville. In addition to these major manufacturing areas there is some relatively important activity at Quincy, Jacksonville, Herrin, and Cairo, Illinois, amd at Vincennes, Bedford, and Tell City, Indiana.

To the best of my knowledge, reconversion problems in the smaller cities will not be of any serious proportion. I spent a day in Quincy recently and was told that, aside from their boat building activity, which they expect to disappear entirely after the war, no Quincy plant will have the conversion problems. At Jacksonville, Illinois the major war addition has been the sizable comb flare plant, and just outside of Herrin and Carbondale is the large Crab Orchard Ordnance Plant. As far as I can tell these plants will not have any reconversion problems at all, as they are expected to shut down when the war ends. The other cities mentioned above, with the exception of Evansville, have not received sufficient volume of War contracts to warrant any special study and in my opinion there will be no particular problem involved in any one of them.

Evansville, Indiana, of course, is our "boom" town and probably will have considerable reconversion problems. If the Evansville area falls under Miss Ziegler's jurisdiction, I would suggest that this city be surveyed. Evansville received a considerable volume of war contracts and most of its production came from plants converted to war use. There will probably be some difficulties involved in reconverting them to peace time production.

FEDERAL RESERVE BANK OF ST. LOUIS

I hope that this information will be of some benefit to Miss Ziegler. If there is anything else that we can do to help her, please do not hesitate to call on us.

Very truly yours,

(Signed) Fred

Frederick L. Deming,
Research & Statistics Division

Chrysler Sun 7/13/44

Tank Makeover Job to Chrysler

Chrysler Corp. announced yesterday that it had contracted with the government to overhaul and modernize 2,000 32-ton tanks at its ordnance plant in Evansville, Ind.

It is estimated that the task will take 10 months and that at least 2,500 persons will be employed, C. L. Jacobson, general manager of the plant, stated.

The job of removing machinery which produced 3,264,000,000 cartridges for the armed forces is already under way, he stated, and the 2,500 persons now employed in the plant on an ammunition repackaging program are expected to complete their work before the machinery for the tank job is installed and ready for operation.

"Conversion of the plant from small cartridge manufacture to the refitting and refurbishing of monster tanks is considered one of the most unique in the production history of World War II," Jacobson declared.

"The machinery now being moved out of the building was constructed to make .45 caliber cartridges worth approximately 2½ cents and weighing around 7-10 of an ounce, while the new machinery will be used on individual pieces worth $40,000 each, and weighing 30 tons."

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

1200 Merchandise Mart
Chicago 54, Ill. July 13, 1944

Miss Bertha Nienburg,
Assistant Director,
Women's Bureau,
U. S. Department of Labor,
Washington 25, D. C.



Dear Miss Nienburg:

This is in answer to your inquiry as to whether I think the Carbondale, Illinois area and some other areas in southern Illinois and Indiana ought to be included in the post-war survey. I have been collecting some general information about the Herrin-Carbondale area but there are several other agencies which it would be well for me to consult. This morning I am going to the Regional Office of the Bureau of Labor Statistics to look over some material they have been collecting. I have also been told that the Illinois Planning Commission has collected quite a lot of material on southern Illinois. It is possible that I might be able to get something within a few days from the Federal Reserve Bank although nothing was available at the time I first inquired.

I have gone over some recent reports for the Herrin-Carbondale area in the state office of the Illinois War Manpower Commission. Twenty-nine counties are included in the War Manpower Commission area and the region is called "Little Egypt".

I am not certain what advice to give about this area since I am not entirely sure what types of areas you wish to cover. The "Little Egypt" area has been considered a depressed area for many years. It is still an area of large labor surplus. There was a big lay-off at the Illinois Ordnance plant between March 1st and May 1st of this year and apparently more than a thousand women were laid off. However, supposedly there is to be an increase in employment at this plant which may re-absorb the workers laid off.

Incidentally, according to a War Manpower Commission report for last December, the Illinois Ordnance plant has made it a policy to hire only workers who lived within a radius of fifty miles of the plant during 1940. All persons report that there has been migration out of the area and probably very little migration into it. However, most of the women are unable or unwilling to leave the area.

According to the War Manpower Commission some companies are now establishing small new factories in this area which will use predominantly women workers. Other companies are said to be interested in establishing plants in the area in order to use the labor supply. I think that this development might be of interest to our Bureau.

As yet I have been unable to see the man in the Regional War Manpower Commission office who will have information on southern Indiana. If it seems advisable I think I might be able to collect a fair amount of general information from various agencies which are now studying post-war problems. However, I thought perhaps

it was better to write to you now to inquire exactly what types of communities would be most interesting to us.

The "Little Egypt" area is no longer classified in any group on the National War Manpower list but will probably be included on the regional list as a group 4 area. On the other hand, there are some small town-rural communities in Illinois which are group 1 areas. One of these is Sterling, Illinois where the Green Fiver Ordnance plant is located. Over 50% of the employees at this plant are women. Some efforts were made to recruit women from outside of the area but I do not believe these efforts were very successful. The LaSalle-Ottawa area which includes the shipyard at Seneca, Illinois, also is a group 1 area. This area and the Sterling area over-laps to a certain extent I think, since both draw workers from some of the same communities.

One man in the War Manpower Commission said that the DeKalb, Illinois area is using about the highest proportion of available women of any area in the State. This is a group 1 area. The factories are all small, however, and I believe are old factories which are converted to war production or are factories whose normal products are used by the military services. This area is of course rather near Chicago and so could probably not be considered a typical rural area. In a few days I shall send you a more detailed report about the Herrin-Carbondale area and other possible areas. It would seem to me, though I have not considered the matter at great length, that it would be well to include in the survey some smaller communities which might have different characteristics and future possibilities from those of Detroit, Wichita, Hartford, Buffalo and other towns of similar type.

Sincerely yours,

Martha Ziegler

MZ:EMB.

P. S. After this letter was written, I saw the enclosed clipping concerning Evansville. I also read recently that the National Harvester Company has received a similar contract for its Bettendorf, Iowa plant which is in the Rock Island-Moline-Davenport area. I imagine most of the jobs on these tank contracts will be for men. Incidentally, I also read recently that the Army has increased its orders for heavy artillery ammunition. I shall try to find the clipping but fear it is lost. A number of firms were mentioned in connection with the new ammunition contracts. One is the W. F. and John Barnes Company at Rockford. Another is the Birmingham, Goslin Company. When I was in Birmingham this company had prepared its plant for an ordinance contract and was ready to begin hiring women when this contract was cancelled.

no copy
w/13/43

CARBONDALE

A. Physiography:

1. Area covered by town: 2½ square miles
2. Topography: one lake, one reservoir - mostly plains
3. Natural resources: coal - timber

B. Population Facts:

1. Number: 8700
   a. age groups
   b. sexes
   c. Nationalities: English, German, Jewish, American

2. Accepted Occupational Groups: Mines, Tie Plant, Glove Factory, Railroads, Garment Factory

3. Concentration of Population:
   a. Tenements, apartments, flats: 30%
   b. Private homes (owned and rented): 70%

C. Present Facilities:

1. Industrial Recreation:
   a. Kind of activities: none
   b. Adequacy of program: inadequate

2. Commercial Recreation:
   a. Movies: 2 move houses (ten and thirty-three cents)Seating capacity 1200
      (ten and twenty cents)Seating capacity 800
   b. Dance halls: none
   c. Bowling Alleys: four (twenty cents per line)
   d. Pool Halls: two (eight tables)
   e. Skating rinks (roller and ice): none
   f. Shooting Galleries: none
   g. Golf courses and driving ranges: one (country club)
   h. Archery ranges: none
   i. Amusement parks: none
   j. Swimming pools: none
   k. Bridle paths and stables: none
   l. Private tennis clubs: none
   m. Taverns: fourteen
   n. Private recreational clubs: none

D. Organized Recreation in Operation: (No organized recreation in these bodies)

1. Y.M.C.A. and Y.W.C.A.: None
2. Civic clubs, lodges, fraternal bodies: None
3. Churches: None
4. Boy and Girl Scouts: None

CARBONDALE

E. City and School Facilities:

1. *Gymnasiums: three
2. *Playgrounds and play areas: three
3. *Athletic fields: one
4. School buildings and playgrounds: four
5. Lodgings and cabins: none
6. Parks: one
7. Libraries: one
   a. Books available: 10,000
   b. Magazines available: 65
   c. Daily Newspapers: one
8. Work Shops: none
9. Rivers, lakes, and streams: one lake
10. Theatres: two
11. Museums: one

F. Available Areas:

1. Vacant Lots: fifteen
2. Vacant buildings: three
3. Lakes, rivers and streams: one lake

G. Existing Recreational Agencies:

1. *Park boards and recreation commissions: one
2. Y.M.C.A.: none
3. Y.W.C.A.: none
4. Church groups: none
5. City Clubs: none
6. School boards: none
7. Other groups: none

H. Recreational Traditions and Trends:

1. Flexibility of Community interests: good
2. Activities the community will not tolerate: gambling, intoxication
3. Popular activities: softball - tennis - football
4. Current trends: organized play

Southern Illinois Normal University (not included in above)

Gymnasiums: three (Seating capacity - 3000)
Stadium: one (Seating capacity) 2500
Auditorium: one (Seating capacity - 1800)

*Operated or assisted by WPA Recreation Program

CARBONDALE

Southern Illinois Normal University

Play Fields: five
Tennis courts: seven
Horseshoe courts: four
Roque: two
Library: one
Books available: 47,000
Magazines availalbe: 400

BENTON

A. Physiography:
   1. Area covered by town: about 3 miles
   2. Topography: no hills - no plains - Big Muddy river, Middle Ford creek, Lake Moses and Lake Benton
   3. Natural resources: coal and oil

B. Population Facts:
   1. Number: 8,389
      a. Age groups:
      b. Sexes:
      C. Nationalities:
   2. Accepted Occupational Groups: Dallape's Concrete Products Manufacturing Plant, Peyton's Concrete Products Manufacturing Plant, Cardox Safety Mining Corporation, and the Oil Fields Industry.
   3. Concentration of Population:

C. Present Facilities:
   1. Industrial recreation: none
      a. Kind of activities:
      b. Adequacy of program:
   2. Commercial recreation:
      a. Movies: two movie houses (ten and twenty-eight cents - matinee - Capital ten and thirty-three cents - night Theatre Seating capacity - 1200)
      (ten and twenty cents) - Star Theatre Seating capacity - 500
      b. Dance halls: none
      c. Bowling alleys: none
      d. Pool halls: two - 14 tables
      e. Skating rinks: one roller rink
      f. Shooting galleries: one
      g. Golf courses and ddiving ranges: one golf course (Benton Country Club) one driving range (City Park)
      h. Archery ranges: none
      i. Amusement parks: none
      j. Swimming pools: two
      k. Bridle paths and stables: one bridle path and two stables (City Park)
      l. Private tennis clubs: none
      m. Taverns: Seventeen
      n. Private Recreational Clubs: Benton Boosters' Baseball Club
      Benton Country Club
      Bowling teams
      Sunnyside Club

B. Organized Recreation in Operation:

   1. Y.M.C.A. and Y.W.C.A.: none
   2. Civic clubs, lodges, and fraternal bodies:

2. Civic Clubs: Junior Woman's Business and Professional Club
Senior Woman's Business and Professional Club
Woman's Club for Better Homes and Gardens
Five Parent-Teachers Associations
Hod Carriers and Bricklayers Union
Gardox Safety Mining Union
Clerks' Union
Teamsters' Union
Carpenters' Union
Farm Bureau
American Legion
Women's Auxiliary
Spanish-American War Veterans' Union
Daughters of G.A.R. and Sons
Anna O'Holte Club

Lodges: Masons
Elks
Maccabees
Independent Order of Odd Fellows - Rebeccas
Royal Neighbors
Eastern Stars

Fraternal Bodies: Rotarians
Lions Club

3. Churches: twenty-one
4. Boy and Girl Scouts: two of each

E. City and School Facilities:
1. Gymnasiums: two
2. *Playgrounds and play areas: two
3. Athletic fields: one
4. School buildings and playgrounds: six
5. Lodgings and Cabins: none
6. Parks: one
7. Rivers, lakes, and streams: Big Muddy river - Lake Moses, Lake Benton, and Lake Hamilton
8. Libraries: one
   a. Number of books available: 5,300
   b. Number of magazines available: 26
   c. Number of newspapers: none
9. Work Shops: none
10. Theatres: two
11. Museums: none

F. Available Areas:
1. Vacant lots: 12
2. Vacant building: 4
3. Lakes, rivers, and streams: same

G. Existing Recreational Agencies:
1. Park boards and recreation commissions: one
2. Y.M.C.A.: None
3. Y.W.C.A.: none
4. Church groups: thirty-nine
5. City Clubs: none
6. School boards: two
7. Other groups: none

H. Recreationa; Traditions and Trends:
1. Flexibility of community interests: Seasonal
2. Activities community will not tolerate: Carnivals
3. Popular Activities: roller skating, and other seasonal sports and games
4. Current trends: movies, roller skating, tennis, and football

*Operated or Assisted by WPA Recreation Program

JOHNSTON CITY

A. Physiography:
   1. Area covered by town:
   2. Topography: no hills, rivers, or sizeable streams - mostly plains
   3. Natural resources: coal

B. Population Facts:
   1. Number: 4100
      a. Age groups: fairly regular
      b. Sexes: average distribution
      c. Nationalities: Large percentage of foreign population, especially Italians.
   2. Accepted Occupational Groups: Miners (many unemployed)
   3. Concentration of Population:
      a. Tenements, apartments, flats:
      b. Private homes (owned and rented) population housed almost entirely in private homes

C. Present Facilities:

   1. Industrial Recreation: none
   2. Commercial Recreation:
      a. Movies: Palace Theatre - seating capacity 600 - Price 20¢
      b. Dance Halls: none
      c. Bowling Alleys: none
      d. Pool Halls: two- (nine tables)
      e. Skating rinks (roller and ice): none
      f. Shooting Galleries: none
      g. Golf courses and driving ranges: none
      h. Archery ranges: none
      i. Amusement parks: none
      j. Swimming pools: one (50' x 110')
      k. Bridle paths and stables: none
      l. Private tennis clubs: none
      m. Taverns: eight (no dancing)
         one (dancing)
      n. Private recreational clubs: none

D. Organized Recreation in Operation:
   1. Y.M.C.A. and Y.W.C.A.: none
   2. Civic clubs, lodges, fraternal bodies: Lion
      Business Men
   3. Churches: not very active
   4. Boy Scouts: thirty-five members

E. City and School Facilities:

1. Gymnasiums
   a. High School - 2000 capacity
   b. Grade School - 600 capacity

2. Playgrounds
   a. High School - 2 acres
   b. Grade School - 1 acre

3. Parks - 6 acres

4. Libaries
   a. High School (4000 books - 50 magazines available)
   b. Grade School (1000 books available)

F. Available Areas:

1. Vacant Lots - Numerous
2. Vacant Buildings - Numerous
3. Lakes, rivers and streams: none

G. Existing Recreational Agencies

1. Park Board: active
2. Church Groups: not active
3. School boards: active

H. Recreational Traditions and Trends:
1. Flexibility of Community interests: New ideas readily accepted.
2. Activities the community will not tolerate: community not intolerant
3. Popular activities: Basketball, soccer, softball, and dancing
4. Current trends: outlook for future development along recreational line not promising.

ANNA

A. Physiography:

1. Area covered by town: Approximately two square miles
2. Topography: no hills, streams, plains or lakes
3. Natural resources: agriculture

B. Population Facts:

1. Number: 4070
   a. age groups
   b. sexes
   c. Nationalities: American and white

2. Accepted Occupational groups:
   a. International Shoe Company
   b. Vulcan Corporation
   c. Anna Quarries
   d. Gilmore Asphalt Products
   e. Anna Municipal Produce Market
   f. Bishops Mule Barns -(largest privately owned auction inthe world)

3. Concentration of Population:
   a. Tenements, apartments and flats: 40%
   b. Private homes (owned): 60%

C. Present Facilities:

1. Industrial Recreation: none
2. Commercial Recreation:
   a. Movies: two,(price thirty-three cents for adults, and eleven cents for children)
   b. Dance Halls: none
   c. Bowling Alleys: one (price fifteen cents per game)
   d. Pool Halls: one (four tables)
   e. Skating Rinks: none
   f. Shooting Galleries: none
   g. Golf Courses and driving ranges: none
   h. Archery Ranges: none
   i. Amusement Parks: none
   j. Swimming Pools: none
   k. Bridal paths and stables: none
   l. Private Tennis Clubs: none
   m. Taverns: three
   n. Private recreational clubs: none

Anna

D. Organized Recreation in Operation: none

E. City and School Facilities:

1. Gymnasiums: two
2. Playgrounds and play areas: (none other than school grounds)
3. Athletic Fields: one
4. School buildings and playgrounds: four - school buildings, three playgrounds
5. Lodging and cabings: none
6. Parks: none
7. Rivers, lakes and streams: none
8. Libraries:
   a. Books available: 11,337
9. Work Shops: none
10. Theatres: two (seating capacity of 708 and 770)
11. Museums: none

F. Available Areas:

1. Vacant lots: four
2. Vacant buildings: none
3. Lakes, rivers and streams: none

G. Existing Recreational Agencies: none

There has been no WPA Recreation in Anna for the last two years, due to the fact of inadequate facilities, and unqualified personnel. Recreation as a whole is sadly neglected in this little town, as you can see by this survey, having no parks or playgrounds and no vacant buildings availalbe. An influx of population would certainly make the situation more complex and without a doubt if such a thing were co come to pass, probably the people would become awakened to the necessity, of adeuqate recreational facilities.

CARTERVILLE

A. Physiography:

1. Area covered by town:
2. Topography: City mostly flat. Slight changes in elevation
3. Natural resources: Coal mines, about four.

B. Population Facts:

1. Number: 2300
   a. Age groups: tend toward older persons than the average town.
   b. Sexes: evenly distributed.
   c. Nationalities: no one outstanding group.

2. Accepted Occupational Groups: Mostly a trade center for the farm community.

3. Concentration of population
   a. Tenements, apartments, flats
   b. Private homes (owned and rented): Population housed almost entirely in private homes.

C. Present Facilities:

1. Industrial Recreation:
   a. Kind of activities: none
   b. Adequacy of program:

2. Commercial Recreation:
   a. Movies: 1 Hayton Theatre - 500 - Price 20¢
   b. Dance halls:
   c. Bowling Alleys:
   d. Pool Halls: Hadfield - 20 tables. Harris - 6 tables.
   e. Skating rinks (roller and ice):
   f. Shooting Galleries:
   g. Golf courses and driving ranges:
   h. Archery ranges:
   i. Amusement parks:
   j. Swimming pools:
   k. Bridle paths and stables:
   l. Private tennis clubs:
   m. Taverns: seven
   n. Private recreational clubs:

D. Organized Recreation in Operation:
1. Y.M.C.A. and Y.W.C.A.:
2. Civic clubs, lodges, fraternal bodies: Civic Clubs & Lodges
   a. Womans Club (active)
   b. Lions Club (active)
   c. Masonic Club(active)
   d. Odd Fellows (active)
   e. Knights of Phythis (active)

CARTERVILLE

3. Churches: a. Baptist (active)
b. Methodist (active)
c. Christian (active)
d. Presbyterians (active)
e. Free Will Baptist (active)
4. Boy and Girl Scouts: Boy Scouts - 25

E. City and School Facilities:

1. Gymnasiums: a. High School - 500 persons
2. *Playgrounds and play areas: a. High School - 2 acres
b. City Grade School - 2 acres
3. *Athletic fields: a. High School - Football & Track
b. City Park - Baseball - Softball
4. School buildings and playgrounds: School Buildings
a. North Side School (2 buildings)
b. South Side School
c. High School
5. Lodgings and cabins:
6. *Parks: a. City Park - 2 acres
Baseball, tennis, croquet, paddle tennis, volleyball, softball and swings.
7. Libraries:
8. Work Shops:
9. Rivers, lakes, and streams:
10. Theatres:
11. Museums:

F. Available Areas:

1. Vacant Lots: numerous
2. Vacant Buildings: few
3. Lakes, rivers, and streams:

G. Existing Recreational Agencies:

1. Park boards and recreation commissions: Park Board (active)
2. Y.M.C.A.:
3. Y.W.C.A.:
4. Church groups: (active)
5. City Clubs: Lions & Business Men (active)
City Government Cooperative
6. School boards:
7. Other groups: WPA Recreation - 3 workers operate City Pakr. Offer tennis, badminton, baseball, group games, croquet, horse-shoes, volleyball, paddle tennis, deck tennis and tennis courts lighted for night play.

*Operated or assisted by WPA Recreation Program

RTERVILLE

H. Recreational Traditions and Trends:

1. Flexibility of Community interests: Community interest not very flexible Older population groups make town more set in ways than average.

2. Activities the community will not tolerate: Community not especially favorable to dancing although it may be found.

3. Popular activites: Popular activities are baseball and tennis. Other favorable activities are basketball and softball.

4. Current trends: Current trend is toward development of city park and furtherance of baseball and tennis among the younger people. The Lions Club, Business Men and City Government have and are putting time and effort into this activity.

CHRISTOPHER

A. Physiography:

1. Area covered by town: about 2 square miles
2. Topography: no hills, no plains; Big Muddy River; one lake
3. Natural resources: coal

B. Population Facts:

1. Number: 3833
   a. Age groups: no information
   b. Sexes: no information
   c. Nationalities: no information

2. Accepted Occupational Groups: one coal mine

3. Concentration of Population:
   a. Tenements, apartments, flats: no information
   b. Private homes (owned and rented): no information

C. Present Facilities:

1. Industrial Recreation:
   a. Kind of activities: none
   b. Adequacy of program: none

2. Commercial Recreation:
   a. Movies: one movie house (ten and twenty cents - Tuesday price is ten cents Seating capacity of 728)
   b. Dance halls: none
   c. Bowling Alleys: one with 5 alleys, games 2 for 25¢
   d. Pool Halls: two --four tables in each hall
   e. Skating rinks (roller and ice): none
   f. Shooting Galleries: none
   g. Golf courses and driving ranges; none
   h. Archery ranges: none
   i. Amusement parks: none
   j. Swimming pools: none
   k. Bridle paths and stables: none
   l. Private tennis clubs: none
   m. Taverns: twelve -- 7 taverns have dance floors
   n. Private recreational clubs: none

D. Organized Recreation in Operation:
1. Y.M.C.A. and Y.W.C.A.: none
2. Civic clubs, lodges, fraternal bodies: Civiv clubs: six
   Lodges: three
   Fraternal bodies: two
3. Churches: seven
4. Boy and Girl Scouts: one troop of Boys Scouts; no Girl Scouts

CHRISTOPHER

E. City and School Facilities:

1. Gymnasiums: one
2. *Playgrounds and play areas: two
3. Athletic fields: two
4. *School buildings and playgrounds: six
5. Lodgings and cabins: none
6. *Parks: one
7. Libraries: one ---2300 books and 16 current magazines
8. Work Shops: none
9. Rivers, lakes, and streams: Lake at Isaac Walton
10. Theatres: One -- Seating capacity of 728
11. Museums: none

F. Available Areas:

1. Vacant Lots: six
2. Vacant buildings: six
3. Lakes, rivers and streams: Lake at Isaac Walton

G. Existing Recreational Agencies:

1. Park boards and recreation commissions: one park board
2. Y.M.C.A.: none
3. Y.W.C.A.: none
4. Church groups: sixteen
5. City Clubs: none
6. School boards: two
7. Other groups: none

H. Recreational Traditions and Trends:

1. Flexibility of Community interests: Recreational interest in the city of Benton fluctuate with the seasonal games and sports common in this section of the state.
2. Activities the community will not tolerate: none
3. Popular activities: Softball
4. Current trends: Football, Movies

*Operated or assisted by WPA Recreation Program

HARRISBURG

A. Physiography:
   1. Area Covered by town: 2.6 square miles
   2. Topography: West and north - level. East and south - very hilly with some mountainous country. Three small streams.
   3. Natural Resources: coal, fire clay

B. Population Facts:
   1. Number: 11,400
      a. Age groups:
      b. Sexes
      c. Nationalities:

   2. Accepted Occupational Groups:
   3. Concentration of Population:
      a. Tenements, apartment and flats - very few apartments.
      b. Private homes (owned and rented) - concentration in privately owned and rented houses.

C. Present Facilities:

   1. Industrial Recreation: None
      a. Kind of activities:
      b. Adequacy of program:

   2. Commercial Recreation:

      a. Movies: two movie houses (fifteen and thirty cents) Seating capacity: 750 each
      b. Dance Hall: none
      c. Bowling Alleys: two alleys (fifteen cents per game)
      d. Pool Halls - three pool halls - twenty-four tables
      e. Skating Rinks: One roller rink
      f. Shooting Galleries: none
      g. Golf courses and driving ranges: one driving range (City Park)
      h. Archery ranges: none
      i. Amusement parks: one
      j. Swimming pools: one
      k. Bridle paths and stables: none
      l. Private tennis clubs: none
      m. Taverns: twelve
      n. Private recreational clubs: one (Elks Club)

D. Organized Recreation in Operation: WPA Recreation Units
   1. Y.M.C.A. and Y.W.C.A.: none
   2. Civic clubs, lodges and fraternal bodies: none
   3. Churches: fifteen
   4. Boy and Girl Scouts: one of each

HARRISBURG

E. City and Chool Facilities
1. Gymnasium: four
2. *Playgrounds and play areas: six
3. Athletic fields: five
4. *School buildings and playgrounds: twelve
5. Lodgings and cabins: none
6. *Parks: one
7. Rivers, lakes, and streams: none
8. Libraries: one
a. Number of books available: 11,000
b. Number of magazines available: 36
c. Number of newspapers: none
9. Work shops: one
10. Theatres: two
11. Museums: none

F. Available Areas:
1. Vacant lots: 400
2. Vacant buildings: none
3. Lakes, rivers, and streams: three small streams

G. Existing Recreational Agencies:
1. Park Boards and Recreation Commissions: one
2. Y.M.C.A.: none
3. Y.W.C.A.: none
4. Church groups: three
5. City clubs: none
6. School boards: seven
7. Other groups: none

H. Recreational Traditions and Trends:
1. Flexibility of communit interests: Seasonal
2. Activities the community will not tolerate: Will tolerate normal activities
3. Popular activities: Athletics, outings, and driving are most popular
4. Current trends: Indefinite

*Operated or Assisted by WPA Recreation Program

HERRIN

A. Physiography:

1. Area covered by town: none
2. Topography: Land fairly flat, no hills, rivers or sizeable streams.
3. Natural resources: Abundance of coal. One of the largest coal mine areas in the world.

B. Population Facts:

1. Number: 10,000
   a. Age groups: fairly regular, not unvevenly distributed.
   b. Sexes: No predominance of either sex.
   c. Nationalities: Population includes large percentage, almost half Italians. Other races not predominant.
2. Accepted Occupational Groups: Mostly coal miners. Unemployment quite widespread.
3. Concentration of Population:
   a. Tenements, apartments, flats: Not many apartments or flats.
   b. Private homes (owned and rented): Mostly private homes. Population spread evenly.

C. Present Facilities:

1. Industrial Recreation:
   a. Kind of activities: none
   b. Adequacy of program: none

2. Commercial Recreation:
   a. Movies: 1. Marlows' Fireproof Theatre -- 1400 seating capacity, Price 20¢ & 30¢
      2. Annex Theatre -- Seating capacity 450, Price 20¢.
   b. Dance halls: 1. White City Park -- Seating 6000, about three nights per week. Price from 20¢ to $1.00 per person, depending on the orchestra playing. Type--Public Dance.
   c. Bowling Alleys: 1. Bowlers Tavern -- 4 Alleys.
      2. Marlows -- 12 Alleys.
   d. Pool Halls: 1. Recreation Parlor -- 6 Tables
      2. Idle Hour -- 4 Tables
      3. Bransons' Shine Parlor -- 2 Tables
      4. Guinns' Pool Hall --5 Tables
   e. Skating rinks (roller and ice): none
   f. Shooting Galleries: none
   g. Golf courses and driving ranges: none
   h. Archery ranges: none
   i. Amusement parks: Ball Parks
      Three Links Park --Softball
   j. Swimming pools: White City Park--(Not open this season but being repaired.)
   K. Bridle paths and stables: Herrin City Park -- 24 stall barn--Race and Show Track.
   l. Private tennis clubs: none
   m. Taverns: (information continued on next page)

m. Taverns: (dancing) 1. White Castle -- 150 Persons
2. Stella's -- 125 Persons
3. Russo's Nite Club --210 Persons
4. Non-dancing Taverns -- 12

n. Private recreational clubs: none

D. Organized Recreation in Operation:

1. Y.M.C.A. and Y.W.C.A.: none
2. Civic clubs, lodges, fraternal bodies: Lodges and Clubs:
   (a) K.of C. -- 2 Club Rooms
   (b) Odd Fellows -- Large Hall -- Softball Diamond
   (c) Elks -- Large Club Room
   (d) C. C. Club -- Large Hall
   (e) Rome Club -- Large Hall
   (f) Masonic -- Large Building -- 2 story -- 50 x 125.
3. Churches: Not very active
4. Boy and Girl Scouts: Boy Scouts -- 110
   Girls Scouts- 20

E. City and School Facilities:

1. *Gymnasiums: four
2. *Playgrounds and play areas: eight
3. *Athletic fields: High School -- Football -- Track
4. School Buildings and playgrounds: eight
5. Lodgings and cabins: none
6. *Parks: two
7. Libraries: High School -- 2300 Volumes
   City Library - 5500 Volumes
   Grade School - 2800 Volumes
8. Work Shops: High School -- Modern Equipment
9. Rivers, lakes, and streams: none
10. Theatres: none
11. Museums: none

F. Available Areas:

1. Vacant Lots: Numerous
2. Vacant buildings: Few
3. Lakes, rivers and streams: none

G. Existing Recreational Agencies:

1. Park boards and recreation commissions: Active

*Operated or assisted by WPA Recreation Program

HERRIN

(Continuation of Existing Recreational Agencies).

2. Y.M.C.A.: None
3. Y.W.C.A.: none
4. Church groups: five
5. City Clubs: three
6. School boards: Grade School -- High School
7. Other groups: WPA Recreation -- 10 Workers
   Herrin Community Recreation Council

H. Recreational Traditions and Trends:

1 Flexibility of Community interests: Community interests are quite flexible The Community accepts new ideas readily.

2. Activities the community will not tolerate: Community is tolerant to a wide variety of activities.

3. Popular activities: Popular activities are numerous. Numerous softball teams may be found. Basketball is facorite spectators' sport. Dancing is a very popular activity and opportunities for dancing are numerous.

4. Current trends: The City is adding to its park system and expanding it each year. The City Government has cooperated with the Recreational agencies now operating and is building up the City's Recreat onal facilities.

MARION

A. Physiography:

1. Area covered by town: no information
2. Topography: Area flat, no sizeable rivers or streams
3. Natural resources: coal

B. Population Facts:

1. Number: 9,000
   a. Age groups: average
   b. Sexes: No predominance
   c. Nationalities: Italian groups of 1000 comprise early outstanding nationality in city.

2. Accepted Occupational Groups: miners and rural trade center

3. Concentration of Population:
   a. Tenements, apartments, flats: few
   b. Private homes (owned and rented): Population housed mostly in private homes.

C. Present Facilities:

1. Industrial Recreation
   a. Kind of activities: none
   b. Adequacy of program: none

2. Commercial Recreation:
   a. Movies: two movie houses (thirty-cents) Seating capacity 1000
      (twenty-cents) Seating capacity 500
   b. Dance halls: none
   c. Bowling Alleys: none
   d. Pool Halls: two
   e. Skating rinks (roller and ice): one roller rink
   f. Shooting Galleries: none
   g. Golf courses and driving ranges: one golf course
   h. Archery ranges: none
   i. Amusement parks: none
   j. Swimming pools: none
   k. Bridle paths and stables: County Fair Grounds - open to public, 100 stall
   l. Private tennis clubs: none
   m. Taverns: none
   n. Private recreational clubs: two

D. Organized Recreation in Operation:
1. Y.M.C.A. and Y.W.C.A: none
2. Civic clubs, lodges, fraternal bodies: Civic Clubs and Lodges: seven
3. Churches: four
4. Boy and Girl Scouts: Boy Scouts

MARION

E. City and School Facilities:

1. Gymnasiums: two
2. Playgrounds and play areas: seven
3. Athletic fields: three
4. School Buildings and Playgrounds: approximately seven
5. Lodgings and cabins: none
6. Parks: two
7. Libraries: two
8. Work Shops: one
9. Rivers, lakes, and streams: none
10. Theatres: one
11. Museums: none

F. Available Areas:

1. Vacant Lots: Numerous
2. Vacant buildings: few
3. Lakes, rivers, and streams: Several small club fishing and boating lakes.

G. Existing Recreational Agencies:

1. Park boards and recreation commissions: active park board
2. Y.MC.A.: none
3. Y.W.C.A.: none
4. Church groups: four
5. City Clubs: three
6. School boards: active
7. *Other groups: WPA Recreation-Colored program which operates a playground which includes Softball Diamond, Paddle Tennis Courts, Volleyball, Basketball, Croquet, Horseshoes, and Badminton.

H. Recreational Traditions and Trends:

1. Flexibility of Community interests: Community interests flexible. They accept new activities readily.
2. Activities the community will not tolerate: none
3. Popular activities: Softball, basketball and dancing. Dancing is wide-spread and popular.
4. Current trends: Little signs of any further development.

*Operated or assisted by WPA Recreation Program

WEST FRANKFORT

A. Physiography:

1. Area covered by town: 6 square miles
2. Topography: 3 small hills; Middle Fork Creek; Big Muddy River; West Frankfort Lake; Country Club Lake; Sunset Club Lake; no plains.
3. Natural resources: coal

B. Population Facts:

1. Number: 13,325
   a. Age groups:
   b. Sexes:
   c. Nationalities:

2. Accepted Occupational Groups: five coal mines, Champion's Laundry, Midwest Bottling Company, and the Pure Milk Company.

3. Concentration of Population:
   a. Tenements, apartments, flats: no information
   b. Private homes (owned and rented): no information

C. Present Facilities:

1. Industrial Recreation:
   a. Kind of activities: none
   b. Adequacy of program: none

2. Commercial Recreation:
   a. Movies: 2 movie houses (ten and thirty-three matinee and ten and thirty-nine cents nights)Seating capacity 1200
      (ten and twenty-eight cents)Seating capacity 700
   b. Dance halls: two
   c. Bowling Alleys: one with eleven alleys
   d. Pool Halls: two — 14 tables in one and 10 tables in other
   e. Skating rinks (roller and ice): one roller skating rink, price fifteen and twenty-five cents session
   f. Shooting Galleries: none
   g. Golf courses and driving ranges: one golf course — price, open to public at $1.00 per day. No driving range.
   h. Archery ranges: none
   i. Amusement parks: none
   J. Swimming pools: none

WEST FRANKFORT

(Continuation of Commercial Recreation):

k. Bridle paths and stables: none
l. Private tennis clubs: two —
m. Taverns: twenty-one
n. Private recreational clubs: two clubs — Bowling Teams

D. Organized Recreation in Operation:

1. Y.M.C.A. and Y.W.C.A.: none
2. Civic clubs, lodges, fraternal bodies: Civic clubs: eleven
   Lodges: eight
   Fraternal Bodies: four
3. Churches: sixteen
4. Boy and Girl Scouts: 6 troops of Boy Scouts; 3 troops of Girl Scouts.

E. City and School Facilities:

1. *Gymnasiums: three
2. *Playgrounds and play areas: four
3. Athletic fields: 1 High School athletic field
4. *School buildings and playgrounds; six
5. Lodgings and cabins: none
6. *Parks: one
7. Libraries: one — 5743 books and 28 current magazines
8. *Work Shops: one
9. Rivers, lakes, and streams: one creek; one river; three lakes
10. Theatres: two
11. Museums: none

F. Available Areas:

1. Vacant Lots: three
2. Vacant buildings: nine
3. Lakes, rivers and streams: one creek; one river; three lakes

G. Existing Recreational Agencies:

1. Park boards and recreation commissions: one park board
2. Y.M.C.A.: none
3. Y.W.C.A.: none
4. Church groups: thirty-two
5. City Clubs: none
6. School boards: three
7. Other groups: none

H. Recreational Traditions and Trends:

1. Flexibility of Community interests: Recreational interests in the city of West Frankfort fluctuate with the seasonal games and sports common in this section of the state.

*Operated or assisted by WPA Recreation Program

WEST FRANKFORT

(Conclusion of Recreational Traditions and Trends):

2. Activities the community will not tolerate: gambling
3. Popular activities: Seasonal sports
4. Current trends: Tennis, Softball and Baseball

ZEIGLER

A. Physiography:

1. Area covered by town: about two square miles
2. Topography: no hills; Big Muddy River; no plains; no lakes
3. Natural resources: coal

B. Population Facts:

1. Number: 3006
   a. Age groups: no information
   b. Sexes: no information
   c. Nationalities: no information

2. Accepted Occupational Groups: two coal mines

3. Concentration of Population:
   a. Tenements, apartments, flats: no information
   b. Private homes (owned and rented): no information

C. Present Facilities:

1. Industrial Recreation:
   a. Kind of activities: none
   b. Adequacy of program: none

2. Commercial Recreation:
   a. Movies: one movie house (ten and twenty cents) Seating capacity of 325
   b. Dance halls: two
   c. Bowling Alleys: none
   d. Pool Halls: two — five tables in each hall
   e. Skating rinks (roller and ice): none
   f. Shooting Galleries: none
   g. Golf courses and driving ranges: none
   h. Archery ranges: none
   i. Amusement parks: none
   j. Swimming pools: none
   k. Bridle paths and stables: none
   l. Private tennis clubs: none
   m. Taverns: fifteen
   n. Private recreational clubs: none

D. Organized Recreation in Operation:
1. Y.M.C.A. and Y.W.C.A.: none
2. Civic clubs, lodges, fraternal bodies: Civic clubs: six
   Lodges: four
   Fraternal bodies: two
3. Churches: six
4. Boy and Girl Scouts: one troop of Boy Scouts; no Girl Scouts

ZEIGLER

E. City and School Facilities:

1. Gymnasiums: one
2. *Playgrounds and play areas: two
3. Athletic fields: one
4. School buildings and playgrounds: three
5. Lodgings and cabins: none
6. *Parks: two
7. Libraries: one — 2493 books and 4 current magazines (WPA library)
8. Work Shops: none
9. Rivers, lakes, and streams: Big Muddy River; no lakes or streams
10. Theatres: one — Seating capacity of 325
11. Museums: none

F. Available Areas:

1. Vacant Lots: three
2. Vacant buildings: ten
3. Lakes, rivers, and streams: Big Muddy River; no lakes or streams

G. Existing Recreational Agencies:

1. Park boards and recreation commissions: one park board
2. Y.M.C.A.: none
3. Y.W.C.A.: none
4. Church Groups: fourteen
5. City Clubs: none
6. School boards: three
7. Other groups: none

H. Recreational Traditions and Trends:

1. Flexibility of Community interests: Community interests very flexible concerning seasonal activities.
2. Activities the community will not tolerate: none
3. Popular activities: Football, softball
4. Current trends: Fall and winter sports

*Operated or assisted by WPA Recreation Program

RDC-VI

Office Of
DEFENSE HEALTH AND WELFARE SERVICES

Region VI
(Ill., Ind., Wis.)

105 West Adams Street
Chicago, Illinois
March 23, 1942

To: Regional Council

From: H. L. McCarthy, Regional Director
Defense Health & Welfare Services

Subject: Report on the Crab Orchard Defense Area.

You will find attached a copy of the Crab Orchard Defense Area Report. This report will be supplemented by later information on the area as it becomes available.

Reports are now in preparation for the following areas: Merrimac, Kingsbury, Newport, Columbus, Decatur-Illiopolis, Amboy, and Burns City. Council members are urged to notify this office of surveys made or planned for these areas, or of the availability of information pertinent to these reports.

H L McCarthy

Attachment

H. L. McCarthy

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Not for Publication

(This report is based upon sources stating that the information furnished is confidential. Do not discuss the information locally, or reveal specific sources of information before obtaining release from the source agency.)

Report On

CRAB ORCHARD DEFENSE AREA

Illinois Ordnance Works

Prepared By

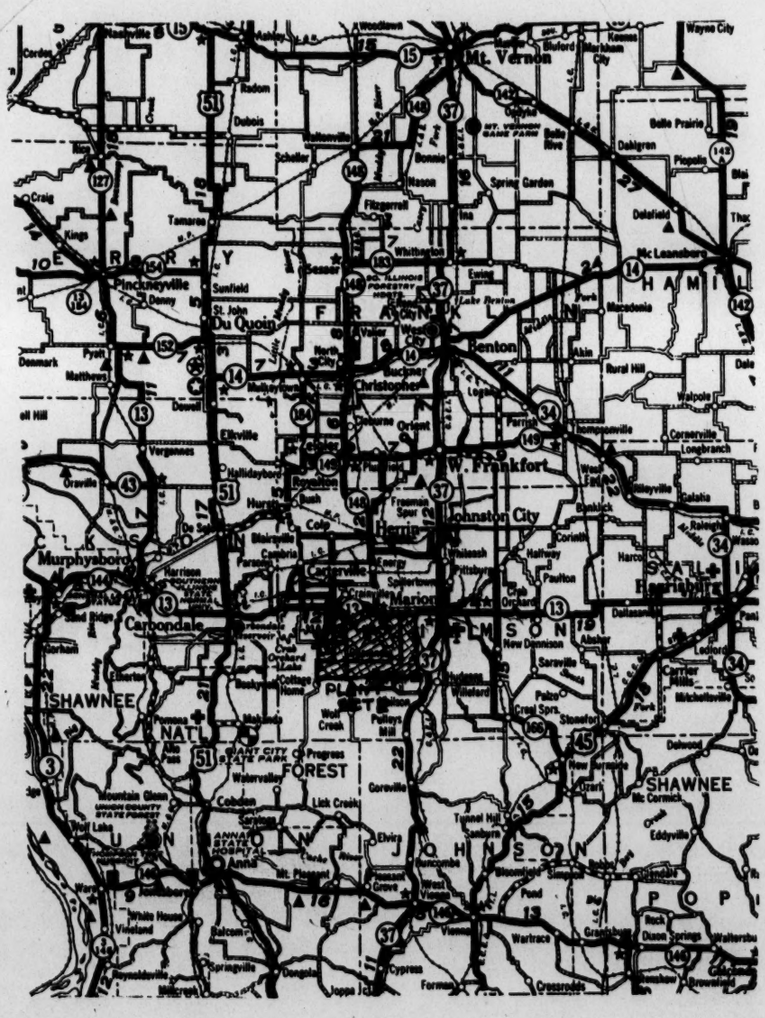
Office of Defense Health and Welfare Services

Region No. VI - Chicago

March 9, 1942



CRAB ORCHARD DEFENSE AREA



Office of Defense Health and Welfare Services
Region VI, Chicago, Illinois

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Report On

CRAB ORCHARD DEFENSE AREA

State of Illinois

C O N T E N T S

Page

SUMMARY OF AREA NEEDS..... i

I. General Characteristics..... 1

A. Geography..... 1
B. Population..... 1
C. Economic Characteristics..... 2
D. Governmental Characteristics..... 4
E. Social Characteristics..... 5

II. Defense Activities..... 5

A. Defense Industrial Situation..... 5
1. Type of Plants and Operations..... 5
2. Location..... 6
B. Labor Situation..... 7
1. Labor Demand..... 7
2. Labor Supply..... 8
3. Migration of Workers..... 8
4. Wage Rates..... 10
5. Employers' Specifications..... 10

III. Planning..... 11

IV. Community Facilities..... 11

A. Housing..... 11
B. Transportation..... 14
1. Rail..... 14
2. Trucks and Buses..... 14
3. Air Transportation..... 15
4. Streets and Traffic..... 15
5. General..... 15

Page

C. Public Utilities....16
D. Education....16
1. Elementary and Secondary Schools....16
2. Defense Training....18
3. Adult Education....20
4. Libraries....20

E. Sanitation and Health....21
1. Water Supply....21
2. Sewerage and Sewage Disposal....21
3. Drainage and Flood Control....21
4. Garbage and Refuse Disposal....22
5. Hospitals and Clinics....22
6. Public Health Organization....23
7. Medical Care....24
8. Communicable Disease....24
9. Industrial Hygiene Program....24

F. Public Safety....24
G. Recreation....25
H. Family Security....27
I. Social Protection....28
J. Nutrition....29
K. Consumer Problems and Resources....29

V. Defense Organizations....29

VI. Sources....31

VII. Appendix....33

Table I. Characteristics of Counties in Crab Orchard Defense Area....35
Table II. Characteristics of Principal Communities in Crab Orchard Defense Area....36
Table III. Number of Covered Workers by Occupations, for Selected Counties....37
Table IV. Water Facilities in Communities in Crab Orchard Defense Area....38
Table V. Sewerage Facilities in Communities in Crab Orchard Defense Area....39
Table VI. Recipients of Public Assistance and Numbers of Certified Employees on WPA Projects in Selected Counties in Illinois, January 1941 and January 1942....40

Report On

CRAB ORCHARD DEFENSE AREA

AREA NEEDS

II. B. Utilization of Local Labor Supply

There is need for better cooperation between the construction and operating companies, unions, and the United States Employment Service for the full utilization of local labor. Reduced in-migration will prevent the development of "boom-town" community problems. Local morale will be improved by reduction of local unemployment.

2,200 migrants have been employed on construction through labor unions, although the U.S.E.S. reports local labor available for most vacancies. There is a local unemployed labor pool of 35,000 workers.

III. Planning

Coordinated planning through existing agencies, supplemented by local groups, is necessary to assure the adoption of needed ordinances immediately, and for the location of new facilities. Planning programs should include evaluation of long-range economic factors. Evidence concerning continued economic depression in area indicates need for post-war planning. Federal, State and local planning agencies are active in area, but without a coordinated program.

IV. Community Facilities

A. Housing

Erection of programmed housing should be started immediately. A re-examination of the probabilities of private housing developments should be made in view of statements that such housing will not be built because of labor and material shortages. Rent control should be considered.

Shortages are acute in Herrin, Marion, and Carbondale. Rents have increased unreasonably throughout the area. Long time trends discourage private building, although programming depends upon 150 new units or conversions.

B. Transportation

A survey of commuting facilities, including methods for the more economical use of private automobiles, should be made. The use of local labor and existing housing and facilities will require a large volume of short-haul commuting. Transportation and tire shortages indicate reduction of individual commuting and increase of mass transportation facilities.

D. Education

After defense housing site selection, school needs should be re-evaluated. Defense training plans should be more closely coordinated among existing training agencies, and related realistically to local employer demands or probable out-migration needs.

Except at Carterville, no expansion of buildings is planned. Location of additional housing at Marion may require expansion or re-planning of school space.

E. Sanitation and Health

State and local agencies should currently determine the adequacy of sewerage and water facilities. Available information indicates water shortages and pollution sources at several points, but recent information is not available.

G. Recreation

Local community leadership should be developed to integrate recreation for ordnance plant workers into existing programs: inclusion of the area in the National Emergency Recreation project. No building program is recommended.

I. Social Protection

Increased policing needed, and the development of a pre-delinquency program. Soliciting at taverns and considerable delinquency among minors exists.

IV. Defense Organizations

There exists a probable need for closer clearance between special local sub-committees and area sub-committees of defense councils.

REPORT ON CRAB ORCHARD LAKE DEFENSE AREA

I. General Characteristics

A. Geography

The area to be most affected will include the immediately surrounding towns of Marion, Carterville, Herrin, Johnston City, and Carbondale, and parts of the following counties: Williamson, Jackson, Perry, Franklin, Union, Johnson, and Saline. Crab Orchard Lake is located about 70 miles southeast of St. Louis, Missouri, and about 325 miles south by southwest of Chicago. The three important geographical factors affecting the welfare of the community are: (1) The development of Crab Orchard Lake, drawing from a watershed of 215 square miles, and which when completely filled will have a capacity of 72,725 acre feet; (2) the existence of large coal deposits in the surrounding counties; and (3) the poor quality of the surrounding soil for agricultural purposes.

The principal waterway is the Big Muddy River, the basin of which includes most of the affected area with the exception of Saline County. The topography is generally rugged, although lowlands, extending on either side of the Big Muddy River, occupy the northeastern portion of Jackson County, the northwestern portion of Williamson County, and almost all of Franklin County. To the south, in Union and Johnson counties, are high ranges of hills.

B. Population

Population in Williamson and Franklin Counties exceeds 100 persons per square mile, a density equalled by only eight other industrial areas in the State. The distribution of population within selected radii from Herrin is as follows:

Radius From Herrin	Total Population, 1940
5	22,000
10	60,000
15	108,000
25	200,000

Report Prepared by J. Kenneth Mulligan

Tables I and II in the Appendix show the 1920, 1930, and 1940 population for surrounding counties and communities. These figures show that there was no marked change in population during the period 1930-1940 for the area as a whole. A study has recently been made 15/ on the basis of 1940 census data of population changes within a fifteen-mile radius of Herrin. Within that radius, Williamson County population decreased 4.2 percent from 1930 to 1940, and Franklin County population within that radius decreased 13.3 percent whereas Jackson County increased 6.1 percent; Perry County increased 2.8 percent; Union County increased 9.2 percent; and Johnson County increased 4.3 percent. An unusual characteristic of the unemployed population in the area is its youth, since in 1937, 18 percent of the unemployed registrants in southern Illinois were "new workers" whereas in the State as a whole only 8 to 10 percent were "new workers."

While there was some in-migration of foreign-born workers during the two decades prior to 1930, the population is predominantly white native born. Nineteen-thirty census figures indicated that in Herrin 11 percent of the population was foreign born and 89 percent were native white; in Carterville 7.1 percent foreign born, 2.1 percent Negro, and 90.8 percent native white; in Marion, 2.5 percent foreign born, 3.2 percent Negro, and 94.3 percent native white; Johnston City, 16.3 percent foreign born, 83.3 percent native white, 0.2 percent other; whereas in Carbondale there was a Negro population of 21 percent and a foreign population of 3 percent; and in Zeigler there was a foreign born population of 40 percent.

(Current population trends are discussed under II-B).

C. Economic Characteristics

The most important single economic factor affecting the area was the development of the southern Illinois coal field as the most important coal producing center west of the Appalachians.26/ Franklin, Saline, and Williamson Counties are the heart of this coal region. For two decades after 1902, when large-scale development of coal production began in this region, there was a rapid influx of population. Competition from petroleum and non-union coal,

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15/ and 26/ Numerical foot-notes refer to sources listed at end of report.

beginning in 1923, initiated a wave of mine abandonment in the 1920's. Surviving operators installed mechanized methods to reduce costs. In 1940 in this region one miner was employed for every four employed in 1923. During 1941 the trend was reversed slightly. There were 17,300 employed in the mines in 1935; 14,000 in 1940; and 15,000 in 1941.2/

Franklin County is the largest coal producing county in the State and produces nearly twice the combined output of Saline and Williamson Counties, the 1937 output of Franklin County being 10,000,000 tons.26/ Production in this county was, in 1940, 36 percent below 1926 production, as compared with a 35 percent decline in Saline County and a 71 percent decline in Williamson County. Whereas most of the mines in Franklin County have continued to operate on a reduced scale, most of the mines in Williamson County, particularly near Herrin, are worked out or abandoned. Of the 16 or more mines upon which Herrin originally depended for its prosperity, only three are now operating. Forecasts concerning increased employment in the coal mines are pessimistic.

There are still tremendous coal reserves. Williamson County, with original resources of 1.6 billion tons, was about 20 percent depleted in 1926; and the resources in Franklin County were originally estimated to be four billion tons, no estimate on depletion being available. Competitive forces, including the increased adaptability of other types of fuel and the greater economy of mining in other areas, will probably result in a continued rationalization of mining methods in this area.

Other economic resources and activities in the area do not offer a very hopeful alternative to coal mining.

About two-thirds of the area of the Big Muddy River basin is available for agricultural purposes, but within the immediate defense area there are only 2,000 acres, mostly located in Jackson County, that are "economically suitable for continued profitable cultivation," according to the Illinois State Planning Commission. 14/

During the past ten years dress and shoe manufacturing establishments have been attracted into the area by the abundance of cheap labor.

The ratios of employment in various occupations are roughly indicated by the table given below,* prepared by the Unemployment Compensation Division of the Illinois State Department of Labor for March 1940,16/ covering the counties of Franklin, Jackson, Perry, Randolph, Union, and Williamson.

Industry	No. of Covered Workers in March, 1940
All occupations	22,900
Bituminous and other Soft Coal Mining	13,300
Manufacturing	4,570
Wholesale and Retail Trade and Service Industries	4,470
Other	572

An analysis of industries by principal towns indicates that there are very few manufacturing establishments employing more than 25 persons. In Carbondale there were 13 manufacturing establishments employing an aggregate of about 750 persons. Four of these employed more than 25 persons -- a glove company, a wood preserving company, a manufacturer or men's clothing, and a dairy. In Marion there were 20 industries, all employing less than 50 persons each. The largest industries were an explosives factory and a wood processing company, principal other industries being printing, dairy products, and soft drinks. Herrin, the principal trade center of Williamson County, had nine small industries, none of which employed more than 50 persons, and only one of which employed more than 25 persons. Murphysboro had the largest industry, excluding coal, in the area -- a shoe company employing at times as many as 700 employees. No other industry in Murphysboro employed more than 30 persons.

D. Governmental Characteristics

Table II in the Appendix indicates the types of major governmental units within the area.

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* See Table III in Appendix for detailed figures for Counties.

The financial status of the principal governmental units within the immediate defense area is shown on Tables I and II in the Appendix. Because of the acquisition of land for the lake and the ordnance plant a considerable portion of property was removed from the taxable resources. This has affected the ability of local governments, particularly school districts, to finance their activities.

E. Social Characteristics

Between 1920 and 1930 there was a history of social friction and violence in the area surrounding Herrin. Union rivalries have extended down into the '30's, particularly between the United Mine Workers of America and the Progressive Miners, the latter affiliated with the American Federation of Labor. Agitation against persons because of their nationality or religion was also rife in the '20's and resulted in violent action, although it is reported that at the present time these activities have largely disappeared.

While there are no large concentrations of Negroes, except in Pulaski and Massac counties south of the defense area, there is a restrictive attitude toward the employment of Negroes.2/ Several mines, creosoting firms, and manufacturers employ Negroes. Negroes are not allowed to live in certain parts of the area.

Women are employed in significant numbers in the garment and shoe industries in the area, constituting 89 percent of employees in the former and 59 percent in the latter. They are also employed in other industries.

II. Defense Activities

A. Defense Industrial Situation

1. Types of Plants and Operations

Information was received in September 1941 that the War Department had let contracts for the construction of the Illinois Ordnance Works, a shell and bomb loading plant, for which 40 million dollars was allocated. Construction and equipment costs were estimated to be $23,589,095. The contract for architect-engineer services was awarded to Charles W. Cole and Sons, South Bend, Indiana, and the

construction contract was awarded to M. J. Boyle and Company, Chicago, Illinois and Ed. A. Healey, White Plains, New York. Arrangements have been made for the operation of the plant by the Sherwin-William Defense Corporation, Cleveland, Ohio.

The plant will produce all of the necessary fuses, boosters, detonators, and primers for the bombs and shells assembled. Major materials to be used will include shell forgings, brass cartridge cases, bulk high explosives, fuses, primers, etc., and packing material. No local manufacturing plants will contribute to this need. There will be an estimated movement of 103 loaded cars in, 58 loaded cars out, and 45 empty cars out per day. Estimated water requirements for the plant will be 1,000,000 gallons per day.

There is little additional defense activity in the area. The largest single defense order is a $1,000,000 sub-contract for the production of tanks and boilers for TNT plants and Navy yards, held by the Devine Manufacturing Company in Mount Vernon.[2] The latter community is 48 miles from the ordnance plant and, although not within the immediate defense area, is within the labor market area. Small sub-contracts are held by three creosoting firms. There are also small contracts for shoes, gloves, garments, and bricks.

2. Location

The ordnance plant is well located for transportation facilities because the main railroad lines have local facilities that were extended for the coal field. The main line of the Illinois Central Railroad running north and south through Carbondale is interconnected with an east-west line to Marion. Extensions are now being constructed to the plant. There are southern branches of the Chicago and Eastern Illinois Railroad and the Missouri Pacific lines through Marion. The Chicago, Burlington and Quincy Railroad serves adjacent areas. The area is criss-crossed with well-paved highways, the closest to the plant being Illinois Route 13 between Carbondale and Marion. The Crab Orchard Lake reservoir will provide

adequate water and it has been stated that there are sufficient power facilities. The maximum power demand has been estimated to be 8,000 kilowatts.*

B. Labor Situation

The following information concerning the labor situation is based on a survey made during the period January 12 - January 21, 1942, by the United States Employment Service. In that survey, the Crab Orchard labor market was defined to include territory within a 45-mile radius of the ordnance plant. It includes 14 Illinois counties. This area is larger than the area that will receive the greatest impact from the ordnance plant.

1. Labor Demand

Construction employment at the ordnance plant reached a peak of 12,000 workers in the third week in January 1942, and is not expected to increase. It is estimated that the ordnance plant will go into production by June or July 1942. Between July and December, 6,000**production workers will be hired in the following classifications: 375 skilled; 800 semiskilled; 3,750 unskilled; 200 professional, technical, and managerial; and 875 office and clerical. Approximately half of the unskilled workers will be women.

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* (See IV C) An OPM memorandum, dated 11/3/41, quotes the Federal Power Commission as follows:

"Crab Orchard, Illinois, is served by the Central Illinois Public Service Company (interconnected system.) It will have a net assured capacity at the end of December 1941 of 159,500 kw. It has no additions scheduled for 1942; however, 25,000 kw. is scheduled for 1943. It estimates its 1941 peak at 140,000 kw., its 1942 peak at 149,000 kw. The Federal Power Commission estimates its 1941 peak at 152,000 kw., its 1942 peak at 163,000 kw.

"This company reports only 5,000 kw. of reserve capacity. However, it claims to have numerous emergency interchange interconnections with other systems amounting to approximately 45,000 kw., and while the situation in general in the area served by this system appears to be tight until the 1943 additions come in, it is believed that the 8,000 kw. load could be served by encroachment on reserves in relying on emergency supply through interconnections with other systems."

** Later information, obtained orally from the United States Employment Service Regional Office on 3/11/42, was that 11,700 operations personnel would be employed. In view of the extremely large labor supply, in-migration estimates need not be revised as radically as might be assumed, although there will be increased migration of skilled and supervisory employees. Tire and transportation equipment shortages complicate estimates and may mean estimates should be revised upward.

In addition to the ordnance plant workers, it is estimated that within the area there will be 2,500 workers hired during the period February 1942 - January 1943. Of these 300 will be in coal mining, 300 in trade, service, and other non-manufacturing activities, and the remainder in manufacturing. About 80 percent of the total 8,500 will be engaged in defense production. About 800 of the hirings will be by the Mount Vernon Car Company, manufacturing railroad cars. Other significant hirings will be in garment, shoe, and stove manufacturing, and in coal mining, principally in Freeman, Pinckneyville, and Mount Vernon.

On February 11 the United States Employment Service received a general order from the operating company for 2,000 women to be referred for the purpose of establishing a pool for all occupations. No specifications were given except that persons referred must be female, between 18 and 40, with previous factory power machine experience.

2. Labor Supply

There is an ample supply of labor in the area to fill the anticipated demand for operating personnel, with the exception of about 325 skilled and 175 professional and technical workers to be recruited for the ordnance plant in other areas. Shortages are expected in the following occupations: mechanical draftsman, machinist, shaper operator, planer operator, machine shop layout man, arc welder, and lead burner.

An estimated 35,000 workers were unemployed and available for work in January. It was expected that an additional 2,500 would enter the labor market as a result of high school graduation, making a total available supply of 37,500. Effects of probable inductions into armed service were not known. It is expected that one-half of the estimated 4,550 semiskilled and unskilled will be women. While only 600 women are registered at the United States Employment Service in these groups, there are many more women available who have not registered.

3. Migration of Workers

About 2,200 workers from other areas have been employed on construction at the ordnance plant, and an estimated 3,000 additional migrants have entered the area. About 2,000 of the latter have left after unsuccessful job-seeking, and about

800 remain looking for work. Twenty percent of recent registrants at the Herrin and West Frankfort United States Employment Service offices were from outside of the labor market area as defined by USES.

Hiring practices of the contractor have been responsible for a considerable part of the in-migration.2/ In addition, the labor union situation has had its effects. The resident unemployed are largely coal miners and are members of the United Mine Workers of America, C.I.O. Contracts for construction are with A.F. of L. unions, who are clearance agents for hirings. As a result of this situation "the A.F. of L. unions have imported 2,200 to take construction jobs. Local residents feel that this is an injustice and that some arrangement should have been made for employment of resident unemployed. The unions have claimed that, except for unskilled laborers, local workers do not have the requisite skills, and therefore migrants must be hired." 2/

Aggravating the local discontent is the fact that the WPA workers in the area have not been hired. Agreements to use WPA personnel have been made by unions, but have not worked. "Only 1,453 of the 12,000 employed on January 12 were former WPA workers. The firm had 2,624 carpenters on January 17. Of these, 1,131 were from northern Illinois or other States and 176 were formerly local WPA workers. At the same time there were 414 carpenters working on WPA in the area with 33 additional certified and available. Thus, this firm imported carpenters while nearly 450 local qualified WPA carpenters were available. Similarly, of the 398 electricians hired, only one was from WPA while a total of 45 electricians were either working on or certified to WPA." 2/

The United States Employment Service local managers do not know what plans for hiring have been made by the operating company. They believe that the local people have come to accept the employment of in-migrants on construction jobs after "bitter protesting," but that "serious trouble is likely to occur" if the operating company "adopts the same policies as have prevailed on the construction job." 2/ No estimates can be made on future in-migration until hiring policies are established.

Out-migration has been negligible, although there is some evidence that defense trainees are leaving for other areas.

4. Wage Rates

Among firms surveyed by the United States Employment Service, the average hourly wage rates for the area other than coal miners were: 85 cents for skilled; 50 for semiskilled; and 40 cents for unskilled. The largest single manufacturing plant in the area, excepting the ordnance works, paid an average hourly wage of 95 cents for skilled, 80 cents for semiskilled, and 60 cents for unskilled.

Coal miners have the highest wage rates with an average of $1.35 per hour for skilled labor, $1.00 for semiskilled, and 90 cents for unskilled.

"It is not known what the wage scale will be at the Illinois Ordnance Plant for production jobs, but it is believed that they will be considerably higher than now prevailing in manufacturing establishments in the area," according to the survey. Wages will be "sufficiently high to induce in-migration and definitely high enough to induce many persons, who are already employed in the area, to leave their present jobs for work at the ordnance plant."

5. Employers' Specifications

Nineteen of the 56 employers interviewed definitely opposed the hiring of Negroes, and an additional 19 not hiring Negroes stated that Negroes failed to apply. Twelve hired Negroes, but in service and unskilled occupations only.

About one-third of the firms required a medical examination. The United Mine Worker's Association contract with the mines prohibits medical examinations. In a number of firms where age limits were established, they were not rigid.

A large company at Mount Vernon refused to hire WPA or relief clients.

Specifications for operating personnel at the ordnance works have not been given to the United States Employment Service.

III. Planning

There are two agencies which have assumed some responsibility for planning in the area: The Illinois State Planning Commission, and Southern Illinois Incorporated, the latter a voluntary organization. Recently representatives of the National Resources Planning Board and the Public Work Reserve have been assigned to the area.

A report 14/ was prepared in March 1939 by the Illinois State Planning Commission on the Big Muddy River Basin, an area which includes about twice as much territory as the defense area. The survey included a review of the following factors: human occupancy, streams of the basin, extent and adequacy of existing water development, ground water, and pollution of streams and ground sources. No specific conclusions were reached concerning the economic future of the area, but the evaluation of economic resources and trends seem to indicate a pessimistic economic outlook. Recommendations were made for considerably extending recreational facilities by the expansion of State and National forests. The report also evaluated and made cost estimates on water supply and sewer treatment projects, indicating priorities.

Southern Illinois Incorporated has been responsible for developing community leadership, but no specific information is available on their activities.

Whatever might have been the economic future for the area, two new important factors within the past few years need complete evaluation: the economic effects of Crab Orchard Lake, offering industrial water facilities; and the future use of new industrial facilities, made available as the result of the war effort, for postwar use. An Illinois United States Senator in an interview to the press in July 1941, indicated that consideration was being given to "either a power plant or some other large Federal undertaking" in order to take care of post-war need. 20/

IV Community Facilities

A. Housing

Public defense housing for 520 families is scheduled for the area, including 120 trailer rental utility units and 400 units of demountable construction. 23/ The Farm Security Administration has located an 11-acre trailer site in Marion. A conference of State and Federal agency representatives was held on

February 12 with housing officials to discuss site selection for the Crab Orchard area. No definite sites have been announced, but consideration is being given to locating the 400 units in several groups in communities near the ordnance plant.

The need for an additional 200 family units was expected to be met by June 30, 1942 from 100 units to be built by private enterprise, 50 from conversion, and 50 from existing vacancies.[23] The Crab Orchard Lake area (referred to as the Marion-Carbondale area) has been designated as a "defense housing critical area" for purposes of priority ratings.[22]

As of April 1, 1940 the number of vacant and occupied dwelling units for counties within the defense area were as follows:

OCCUPIED AND VACANT DWELLING UNITS
(U.S. Census Bureau)
(April 1, 1940)

County	Total Dwellings	Occupied	Vacant	% Vacant
Jackson	10,779	10,545	124	1.2
Perry	6,745	6,536	135	2.0
Randolph	8,523	8,262	180	2.1
Union	5,290	5,107	149	2.8
Franklin	15,640	15,461	121	0.8
Williamson	15,111	14,861	197	1.3

The Homes Registration Project, according to a WPA report of November 7, 1941, had offices located in Marion, Herrin, Carbondale, Murphysboro, Johnston City, West Frankfort, and Benton. In these seven towns there were 703 sleeping rooms registered. There were 64 furnished homes, 43 of which were in Murphysboro. Forty-two unfurnished homes and 65 apartments were registered. General comments in this report were as follows: the problem is one of adjustment of existing facilities; migrants settle first in Marion or Herrin, then move on to Carbondale or

Murphysboro; high rentals are found mostly in Williamson County. Usual rentals for Marion as reported in this survey were as follows:

Furnished houses,	4 to 7 rooms	$75 - $100 monthly
Furnished apts.	2 to 3 rooms	50 - 75 monthly
Rooms		$5 weekly

The United States Employment Service reported for the period January 12 - January 21, 1942 as follows:

"In Marion there are no family units available and in Herrin only six 2- and 3-room apartments and 50 sleeping rooms were available on January 17, 1942. About 20 trailer camps, housing approximately 1,000, exist within five miles of the ordnance plant. Rentals have skyrocketed in Herrin and Marion. When available, modern 4-room unfurnished houses rent from $40 to $75 per month and furnished homes rent from $50 to $100 per month.

"Acute housing shortages also exist in towns slightly farther from the Illinois Ordnance Plant. A housing survey made by the West Frankfort Chamber of Commerce in January 1942 revealed that only five houses (all in poor condition) and three sleeping rooms were available. In Benton there was not even a sleeping room available in January. Rents in these surrounding towns are considerably lower than in Herrin or Marion and generally range between $20 and $50 a month for unfurnished houses.

"Carbondale has had a chronic housing shortage over the past few years. In-migration has intensified the problem. Only two houses and four apartments were available in this town in January 1942. Rentals of small furnished apartments and vacant houses range from $60 to $85 per month, an excessively high rate for southern Illinois.

"Murphysboro, nine miles west of Carbondale, had only three houses and three apartments available in January 1942. Rentals in Murphysboro and other towns in the west end of the area (DuQuoin, Pinckneyville, etc.) are more moderate than those in Carbondale."

Recommendations made by the Federal Housing Authority after a survey in October 1941 included the following:

"1. That the Illinois office of the Federal Housing Administration encourage the establishment of definite residential construction codes in Herrin, Marion, and other towns in Williamson County and in the nearby cities of Harrisburg, West Frankfort, and Carbondale.

"2. That privately financed residential construction in the above-mentioned urban areas be confined principally to modernization and repair activities for the duration of the emergency, with additional housing units to be added to the supply largely through conversion activities. The present estimated pace of 200 to 250 units per annum provided through new construction will doubtless decline in coming months because of labor and material shortages. Such a decline appears to be desirable from the standpoint of long-term demand.

"3. That the Washington office of the Federal Housing Administration encourage the Housing Coordinator to program 250 to 300 publicly financed units for the use of operating personnel at the Illinois Ordnance Plant by mid-1942, such housing to be available in localities where it might provide low-rent public housing facilities at the expiration of the emergency unless some of the housing is needed in the vicinity of the plant for operating efficiency. Publicly financed housing should be of demountable character if it is located in the vicinity of the ordnance plant."

B. Transportation

1. Rail

The area is well supplied with railroads. The Illinois Central, the Burlington, and the Chicago & Eastern Illinois run north and south, while the Missouri Pacific, Wabash, and the Illinois Central run east and west. There are only a few points within the area which are more than eight miles from a railroad.

2. Trucks and Buses

Most of the communities are inter-connected with trucking and bus facilities. Five trucking companies serve Carbondale; four, Marion; three, Murphysboro; and it is believed that these are typical. Marion is served by five bus lines:

Egyptian, Greyhound, Tri-City, Wabash Valley, and the Mohawk Stages, and similar service is available to most communities in the area.

There are direct bus connections between Marion, Herrin, Carbondale, and the ordnance plant. Recently, a direct run was put into operation between Mount Vernon and the ordnance plant. "No serious transportation problems are anticipated," according to a U.S.E.S. report.2/

3. Air Transportation

There is a municipal airport in Marion which has four runways, a hangar and facilities for day servicing. Service must be chartered.

4. Streets and Traffic

Except at points of concentrated traffic the area is well provided with highways. State highways 37, 148, 184, and U.S. Highway 51 parallel each other running north and south. State highways 13, 149, and 14 parallel each other running east and west. There is no point in the defense area more than about eight miles from these highways excepting the area directly to the south of Crab Orchard Lake, where there is little population concentration. In addition there are adequate all-season county roads feeding into the State highways. The most travelled section of road is the State highway between Marion and Carbondale. There may be need for additional traffic control on this road.

5. General

Surveys have shown that commuting to work will not be new to the inhabitants of the area as changing conditions in employment in the coal mines have made it necessary that the local labor supply have a great deal of mobility.

Additional investigation should be made of this factor, however, as it appears likely that labor demand in the ordnance plant will call upon workers previously unemployed for a long period of time who will have no transportation facilities available. Consideration should be given to the sponsoring of a local program for the encouragement of greater utilization of private automobiles by using full seating capacity,

thus affording transportation for those not now having it, and reducing congestion on the highways by reducing the number of automobiles needed. Tire shortage will make this type of planning more imperative.

C. Public Utilities (See also II A 2)

Electric power is supplied to the area by the Central Illinois Light and Power Company which established three large generating plants in the southern Illinois area during the coal boom, one at Muddy, near Harrisburg; one at Hudsonville; and one at Grand Tower.25/ At the present time the Grand Tower plant is carrying almost the entire load. Therefore, almost the full capacity of the Muddy and Hudsonville plants would be immediately available for use by defense industries.

These sources supply the power used by the following communities: Johnston City, Herrin, Marion, Carterville, Carbondale, West Franklin, Zeigler, Stanton, Harrisburg, and Murphysboro. At Murphysboro, city power is transmitted through the Western United Gas and Electric Company, which purchases from the Central Illinois Public Service Company. In addition, at Murphysboro, the Western United has a steam standby plant with the following capacities: Generator No. 1, 781 k.v.a.; Generator No. 2, 1,250 k.v.a.; Generator No. 3, 1,250 k.v.a. At Murphysboro the maximum daily demand is 1,240 k.w. DuQuoin obtains power from the Illinois-Iowa Power Company.

The principal sources for manufactured gas are the water-gas plant of the Western United at DuQuoin and the coke plant of the Radiant Fuel Corporation at West Frankfort. Rates range from 95 cents to $1.35 net per thousand cubic feet, with a minimum net bill of $1.00 for the use of up to 700 cubic feet. Surveys indicate that there is an ample supply of gas and facilities for increasing the supply in the area.

D. Education

1. Elementary and Secondary Schools*

a. Building Needs

In general, needs for additional school facilities in this area will be very limited. Inasmuch as practically all of the school districts in this area have experienced

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* Statement prepared by Wilfred F. Clapp, Senior Specialist on School Facilities.

a decline in population, it is evident that most of them will have ample space in existing facilities to meet an increased enrollment. There is a possibility that this general statement will not apply to Marion, Carterville, and Carbondale.

Marion

In Marion the high school building has for some time been rather inadequate and is not in a position to absorb increased enrollment. There is some available space in the elementary schools of this city. Efforts have been made to obtain factual information regarding this situation, but to date no information has been furnished by the local school authorities.

Carterville

In Carterville and the neighboring districts of Crainville the elementary schools are filled to capacity. Because of the location of Carterville, near the ordnance plant, it is expected that there will be a considerable further increase in enrollment. Arrangements have been made to take care of this increase as follows:

> When the Carterville high school building was built a number of years ago, the district did not have funds available to finish the third floor of the building. This floor has been standing idle for several years, until part of it was recently finished as a WPA project. It is now proposed to submit an application for federal assistance to finish the third floor of this building, it being understood and agreed by the elementary school district and the high school district that these facilities will be made available to house increased elementary school population. It is not expected that the increase in high school population will be such as to require added facilities.

Carbondale

Factual data is not available for Carbondale at present, but it is probable that some additional facilities may be needed for both the elementary school and the high school.

b. Maintenance and Operation

All of the schools of the Crab Orchard area, because of the generally depressed condition which has prevailed there, are in very straitened financial circumstances. There has been a great deal of refunding of bonds and many teachers' orders are yet unpaid. These school districts are in very poor shape to finance any increased operating expenses. Consequently, practically all of them will have to have Federal assistance for operation until such time as increased State aid and/or increased valuation takes up the load. Recommendations have already been made for the employment of another teacher and opening of the one remaining room at Carterville, and for employment of another teacher for the balance of this year at Marion.

2. Defense Training

A survey of defense training needs was made by the U.S. Office of Education in October, 1941.[13] The U. S. Office of Education has approved an expenditure of $3,874.61 for machine shop equipment at the Carterville High School. No field courses in the engineering program were scheduled in the locality, nor at the time of the survey was there any in-plant training conducted by OPM. The survey stated that the State Board for Vocational Education in cooperation with the U.S. Office of Education was in a position to assist in foremanship training which may be needed at the Illinois Ordnance Plant. It concluded: "It appears that training facilities projected by the Illinois State Board for Vocational Education in the Crab Orchard Area and other facilities now available will be ample to care for the mechanical training need in the area."

A later survey by the U.S.E.S., reviewing defense training as of January 1942 and covering 14 counties in the Crab Orchard Labor Market Area, reported the following training activities: [2]

Defense Training Activities in the
Crab Orchard Labor Market Area, January 1942

Type of Course	Number of Enrollments		
	Total	NYA	Pre-employment
Total	924	721	203
Welding	250	174	76
Machine Shop Practice	211	171	40
Power Sewing Machine Operation	152	152	-
Sheet-metal Work	100	100	-
Machine Tool Operation	31	-	31
Foundry Work	31	31	-
Auto Mechanics	26	26	-
Aircraft Engine Mechanics	22	-	22
Aero Sheet-Metal Work	21	-	21
Radio Work	21	21	-
Engineering Aid Work	18	18	-
Cooking and Food Services a/	15	15	-
Electrical Maintenance	13	-	13
Clerical Work a/	7	7	-
Patternmaking	5	5	-
Drafting	1	1	-

a/ This training is in anticipation of work in defense plants.

N.Y.A. training centers were located at Metropolis, Mount Vernon, Harrisburg, West Frankfort, Johnston City, Marion and Carbondale. Pre-employment courses were given at West Frankfort, Carterville, and Carbondale.

It was expected that about 3,500 would be trained in the twelve-month period February 1942 to January 1943 and that trainees would become available for work at the rate of about 300 per month.

Plans are being developed to establish an area trades school at West Frankfort under the direct supervision of the State Department for Vocational Education. The West Frankfort High School has acquired a two-story brick building to house the proposed new school. It is expected that 20 new classes with 20 students per class will be established.

There is little local demand for trainees, primarily because the work opportunities in the area are limited and because the "type of training given can hardly be utilized in the ordinary employment of the area." 2/ In general, trainees must leave the area to use the skills acquired, although it may be possible that the ordnance plant may be able to use some of the trainees.

There is a need for coordination of existing training facilities and future plans based upon a realistic analysis of the type of training needed for defense work in the area and an estimate of the numbers of persons who should be trained in the local market for defense work elsewhere. Community planning is being based on the assumption that operating personnel in the ordnance plant will come largely from the local area. Although it is stated that training for jobs in the ordnance plant will be a simple task, community planning relies so heavily upon this factor that definite programming of training and placement should be developed.

3. Adult Education

Programs of adult education are being conducted in most localities in the Crab Orchard Defense Area by the WPA.13/ An Americanization program is projected by the U.S. Office of Education in cooperation with the Department of Justice. According to the U. S. Office of Education, from the standpoint of adult education "the population in this area has been a somewhat neglected population."

4. Libraries

There are public libraries in the towns listed below.25/ In addition, the library at the Southern Illinois Normal University has 44,000 volumes. No evaluation is available concerning these library facilities.

Carterville	5,477 volumes
Carbondale	8,000 "
Marion	10,831 "
Johnston City	3,237 "
Herrin	5,327 "
Murphysboro	--
Zeigler	--
Benton	5,325 "
Harrisburg	9,769 "

E. Sanitation and Health

1. Water Supply

Table IV in the Appendix shows the source, treatment, storage, and daily pumpage of water in the principal communities in the area.[25] The survey of the Big Muddy River Basin made in 1939 by the Illinois State Planning Commission indicated that water facilities in the area were inadequate particularly in the smaller communities where water was obtained from wells subject to pollution.[14] In a list of community projects needed, recommendations were made for water systems in a number of the smaller communities.

2. Sewerage and Sewage Disposal

Table V in the Appendix gives the status of existing sewerage facilities in the larger communities. The study of the Big Muddy River Basin previously referred to [14] concluded that "existing treatment and disposal plants for domestic and industrial sewage are inadequate to prevent pollution of streams and surface sources."

3. Drainage and Flood Control

The following comment was made in a report prepared in 1939 by the Illinois State Planning Commission.[12] "The combination of impervious soil and heavy concentrated precipitation produces a rapid run-off of such volume as to overload the discharge capacities of the streams of the basin. The damage from floods is confined to bottom lands and upper and middle regions of The Big Muddy. There is little land to be protected from floods below the mouth of Pond Creek.

Controlling the flood discharge of the Big Muddy River would contribute to the reduction of the flood stage of the Mississippi at Cairo. It is felt that flood control by means of reservoirs is preferable to the construction of protecting levees because of the effect of levees in augmenting flood conditions over down-stream areas." The same report stated that the only organized drainage districts in the Big Muddy River Basin were in the area that drains directly into the Mississippi River west of the defense area. The report concluded that it was doubtful if any additional areas existing within the watershed of the Big Muddy would justify the creation of drainage districts in terms of the economic usefulness of such districts.

4. Garbage and Refuse Disposal

No data available.

5. Hospitals and Clinics

A general survey of hospital facilities in the area reported by the United States Public Health Service on October 17, 1941 [10] showed the following:

Name of Hospital	Location	No. Beds
Holden Hospital	Carbondale	40
Herrin Hospital	Herrin	50
St. Andrews Hospital	Murphysboro	35
Marshall Browning Hospital	DuQuoin	40
W. Frankfort Memorial Hospital	W. Frankfort	80
Moore Hospital	Benton	24
Hale Willard Hospital	Anna	15
Zeigler Hospital	Zeigler	11
		295

The total population of the area covered by the hospital survey, according to the 1940 census, was 172,217 and was, at the time of the survey, approximately 175,217, according to estimates.[10] A further increase of 3,000 population in this area was expected, which would bring the total population to 178,217. [10]

Estimates on this basis indicate the ratio of hospital beds to population was 2.0 hospital beds to 1,000 persons and the hospital deficiency was 2.5 per thousand population in this area. Despite this theoretical deficiency, hospital use factors led to the conclusion that the existing hospital facilities were believed to be probably equal or somewhat in excess of the hospital demand in the area.

Actual shortage of hospital beds was experienced only in Carbondale. Demand was roughly equivalent to capacity at Herrin and Murphysboro. New construction, then under way, of 40 beds at Carbondale and 20 beds at Herrin, was expected to relieve or forestall any shortage. The shortage of hospital beds at Carbondale cannot be considered to be due entirely to local demand, since this hospital draws patients under a group hospitalization plan from the entire southern Illinois region.

In DuQuoin and West Frankfort, which are approximately 25 and 20 miles respectively from the ordnance plant, there was an excess of hospital beds and these hospitals are and have been for some time operating at 50% to 60% capacity.1/ The Marshall Browning Hospital at DuQuoin and the Union Hospital at Frankfort could accommodate 60 to 70 additional hospital beds if the demand for hospital beds in this area became acute.

First Aid and emergency treatment rooms have been established at the plant and a 25-bed emergency hospital ward was under construction. This unit will include a small X-ray unit for the diagnosis of minor injuries, fractures, etc., and will be used primarily for disasters and emergency first aid until persons can be moved to other hospitals.

In view of these circumstances, new construction of hospital beds in this area was not believed to be urgently needed at this time and it was believed that an arrangement for better utilization of all hospital beds in the area would decrease the need for new construction.

6. Public Health Organization

The defense area falls within the jurisdiction of two State health districts, the 19th with headquarters in Carbondale, and the 18th with headquarters at McLeansboro. The jurisdiction of the 19th district ends at the Jackson-Williamson

County line, five miles east of Carbondale and four miles west of the Illinois Ordnance plant. Therefore, the ordnance plant which is located in Williamson County falls under the jurisdiction of the 18th district, whose headquarters are at McLeansboro, 45 miles distant. The United States Public Health Service has recommended that Williamson and Jackson Counties be placed under the same health jurisdiction, preferably that Williamson County be placed under the jurisdiction of the 19th district whose headquarters are in Carbondale.[10]

The latter recommendation was partially effected when, after the resignation of the health superintendent of the 18th district, the superintendent of the 19th district was temporarily given supervision over Williamson, Saline, Gallatin, and Franklin Counties.[27] Williamson County is under consideration by the State Department of Health for the development of a full-time county health department as authorized by recent defense legislation.

7. Medical Care

No information available.

8. Communicable Diseases

Within the defense area there is one State-operated venereal disease clinic located at 110 West Cherry Street, operated by a physician with the assistance of a nurse trained in venereal disease management.[10] In the 19th district all tracing and follow-up work is done by the district public health officer. In the 18th district the follow-up work is done by a State employee, who in addition has several other districts.

9. Industrial Hygiene Program

As has been indicated under IV E 5, the Ordnance Plant is constructing a hospital and clinic for emergencies and industrial hygiene on the ordnance grounds.

F. Public Safety

For the four towns of Carbondale, Marion, Herrin, and Murphysboro the following information is available.[25] No evaluation of these facilities has been made, except that investigations

made by the Social Protection Division indicate that policing is inadequate for the repression of prostitution.

COMMUNITY	FIRE PROTECTION FACILITIES	POLICE FACILITIES
Carbondale	Full-time Chief and Assistant. Two 500 gallon pumpers	Chief and three officers
Marion	Two full-time employees. 1 hose truck with chemical supplier.	Four officers and general utility automobile
Herrin	Chief and three employees. Two trucks, 2,900 feet of hose, 1350 gallons per minute pumpage.	Chief and three officers
Murphysboro	Chief and four employees; modern equipment	Chief and four officers

G. Recreation

A survey of recreational facilities existing in the area was made by the WPA in September 1941 5/ and a detailed analysis of the following factors made: present facilities in industrial and commercial recreation; organized community programs in operation; city and school facilities; available areas; recreational conditions and trends. At that time the impact of in-migration had not been felt but studies were being made by city officials of the probable problem.

Recreation committees had been appointed by some of the mayors. Later in November the organization of a regional defense council included a subcommittee on welfare, recreation, and education. There is a WPA recreational supervisor responsible for that agency's activities in the area. With two exceptions, there were no community buildings used for recreational purposes in the surrounding towns. School officials had indicated an

original reluctance to open up school facilities for community use; however, there was an indication that this attitude was changing. An attempt was being made by the Carbondale WPA recreation committee to secure the use of the National Guard Armory located there.

A survey made in February 1942 by ODHWS representatives showed that although facilities were limited they were somewhat better than is usual for similar communities. Play area around schools is unusually extensive, and a number of schools had lighted game areas. There was a need for local community leadership. No Federal facilities will be recommended, except that it will be recommended that the area be made a defense area to be included in the National Emergency Recreation Project.

City and school facilities in the individual communities were as follows:

Carbondale

Three gymnasiums; three playgrounds; one athletic field; four school buildings and playgrounds; one park; one museum; and two theatres. There were available vacant lots and vacant buildings for recreational purposes. In addition to these facilities, at the Southern Illinois Normal University located at Carbondale there were three gymnasiums with a seating capacity of 3,000, one stadium seating 2,500, and an auditorium seating 1,800; also at the University there were five play fields, seven tennis courts, and horseshoe and roque courts.

Carterville

High school gymnasium seating 500 persons, four acres of school play area, and two school buildings that could be used for recreational purposes, and a two-acre city park with play equipment. Civic organizations have been helpful in the development of city park facilities.

Christopher

One gymnasium, two play areas, two athletic fields, and one theatre with a seating capacity of 728.

Benton

Two gymnasiums, two play areas, one athletic field, and a city park.

Harrisburg

Four gymnasiums, six playgrounds and play areas, five athletic fields, and two theatres.

General

These towns, immediately adjacent to the defense ordnance plant, are typical of the area as a whole. There are additional recreational facilities available in Shawnee National Park which is immediately adjacent to Crab Orchard Lake on its southwestern border, and in Giant City State Park, about 20 miles south of the plant site.

H. Family Security

In January 1941 in Williamson County, 43.9 percent of the population was receiving some form of public assistance -- old-age assistance, mother's pension, blind pension, general relief, or WPA assistance.* By January 1942, only 25.5 percent were receiving public assistance. For the State as a whole the percentage dropped from 12.3 percent in January 1941 to 8.2 percent in January 1942.

Other counties showed a somewhat lower rate of dependency than Williamson County, but significantly higher than the remainder of the State. During the same period, Franklin County decreased from 34.5 percent to 25.0 percent; Jackson County from 27.6 percent to 18.7 percent; and Saline County from 40.4 percent to 30.2 percent.

A very high percentage of families in Saline and Williamson Counties, receiving general relief, had employable members as is shown in the following table:

Percent of General Relief Cases Containing Employable Members

	January, 1941	January, 1942
Franklin	71.8	54.3
Jackson	65.5	51.8
Saline	83.7	69.4
Williamson	85.2	66.6
State	55.4	44.6

* See Appendix Table VI for complete table showing public assistance by types and counties. Information compiled by Bureau of Public Assistance, Region VI.

The extent to which defense activity is affecting persons receiving public assistance is not clear on the basis of existing evidence. It appears that there has not been the marked reduction in public assistance need that was expected to occur. Employment was the cause given for closing 233 general relief cases in January 1942, compared to 143 in January 1941. Only 77 closings were due to private employment in January 1942, compared to 38 in January 1941. These figures are not significant when related to the total number of relief cases or to the numbers employed at the ordnance plant. (See II B 3 for information concerning ordnance plant employment of WPA workers.)

In November 1941 it was reported by the Illinois Public Aid Commission that "this area reports little or no housing shortage among relief families. Rent has advanced somewhat but has not greatly affected relief families except in parts of Williamson and Union Counties where in many cases rentals are above the $10.00 relief allowance." The report continued that "only in Jackson and Union Counties, where many people pass through on their way to find work, has there been a slight increase of assistance to non-residents and transients. There has been no increase of relief rolls because of desertion of wage earner."

According to information furnished by the Farm Security Administration in November 1941, about 250 families, about 30 of whom were tenants, were to be displaced from the 12,500 acres purchased for the ordnance plant. Most of these people had already moved and were living temporarily with relatives or in near-by towns.

An estimate was made that 50 percent of the displaced farm operators would leave agriculture temporarily, but that probably three-fourths of them would eventually resume farming. The Illinois Defense Re-location Corporation is acquiring about 11,000 acres in Alexander and Pulaski Counties which will be available for re-location. In addition, the Farm Security Administration is making available information concerning farms for rent and for sale in the locality.

"Priorities" unemployment will probably not have a direct affect in the area, since manufacturing is not significant in the area.

I. Social Protection

Field surveys made by the Division of Social Protection indicated that there was a need for additional policing staff for the repression of prostitution.[8] The survey also indicated that

there was a need for children's services as preventive agencies. According to recent information, there were no known houses of prostitution in Herrin. In Marion there were no segregated districts, although it was known to the police department that soliciting occurred in saloons. There were earlier reported to be segregated prostitution districts in Murphysboro, Colp, Freeman, Spur, and DuQuoin. Later information indicated that, while repressive action had been taken in some communities, a segregated district still operated in Murphysboro.

Plans are being made by the State Department of Public Welfare to assign a child welfare consultant to southern Illinois for establishing delinquency prevention programs in the area.

A local county welfare official stated that because of reduced appropriations public welfare staffs were unable to effectively cope with the problem, but indicated a willingness to attempt to arrange for the referral of local girls for service to whatever agencies existed. There is a venereal disease clinic located at Herrin.

J. Nutrition

There has been an extensive school lunch program, operating in the area with the assistance of the WPA and the NYA. No further information is available on the extent of this program, nor on the food stamp program in the area.

K. Consumer Problems and Resources

There is no indication of any special problems developing in this area, nor is there knowledge at the present time of any current activities or investigations.

V. Defense Organizations

In November 1941, the Crab Orchard Regional Defense Council was appointed and is affiliated with the Illinois State Council of Defense, being composed of representatives from the following cities:

Herrin, Benton, Carbondale, Carterville, Johnston City, Marion, Murphysboro, West Frankfort, and Zeigler. Committees were appointed as follows:

Health and Sanitation: Dr. Frank C. Murrah, Chairman; Jo. V. Walker; O. W. Lyeria; Nick Tudoff;

Welfare, Recreation and Education: Delmar Crain, Chairman; Attillio Barney; John R. Creek; Eugene C. Eckert; Malcolm Randall;

Housing: Arthur Brunk, Chairman; Floyd Bracy; Carl Bruce; Harold Grear;

Labor: Fred Henderson, Chairman; Joe Shannon; W. C. Darnell; Link Perrine;

Police and Fire Fighting Service: Thomas Shannon, Chairman; Joe Welty; John H. Murray; Ray Barney; Raymond Smith; Ian Haney;

Highway and Traffic Control: Tony Tunezi, Chairman; Loren Hargrave; Lester Bolen; Joe Calcaterra;

Public Utilities: D. H. Miller, Chairman; Paul Harris; W. D. Beers; D. A. Clark; J. J. McMurry; O. W. Lyeria; E. C. Axline;

Current reports are that this council has been functioning actively, but that the separate sub-committees need considerable guidance in determining their functions and activities. There has also been a tendency to create sub-committees on defense activities within each constituent community, and integration is needed between these sub-committees and the larger sub-committees representing the regional council.

SOURCES

(Reference is made to use of sources in body of report)

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9. Sixth Regional Labor Supply Committee, Minutes of Meeting, 11-12-41

10. United States Public Health Service, Survey of Crab Orchard Area, 10-17-41

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12. Herrin Daily Journal, 10-21-41, 11-26-41

13. U. S. Office of Education, Survey of Crab Orchard Area for Defense Workers, 10-17-41

14. Illinois State Planning Commission, Report on the Big Muddy River Basin, March 1939.

15. Southern Illinois Normal University, John B. Parrish, Potential Uses of the Reservoir of Unemployed Labor in the Southern Illinois Industrial Area for Purposes of the National Defense Program, 1-1-41

16. Bureau of Employment Security, National Office, and Commissioner of Placement and Unemployment Compensation, State of Illinois, Correspondence, December 1940.

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18. National Park Service, Correspondence, 8-6-41

19. WPA, Alexander County and the Need for WPA Employment, January 1941

20. Chicago Daily News, 7-16-41

21. OPM, Memorandum, 11-3-41

22. FHA, Memorandum Report on the Current Housing Situation in The Herrin-Crab Orchard Area, 10-9-41

23. Office of Defense Housing Coordination, Locality Program Reports 1 and 2, Crab Orchard, 9-18-41 and 1-9-42

24. Victory, 11-21-41, page 24

25. Illinois State Planning Commission, Surveys of Murphysboro, DuQuoin, Carterville, Zeigler, Herrin, Carbondale, Marion, Franklin, Harrisburg, Johnston City

26. WPA, The Southern Illinois Coal Counties Industrial Activity and the Need for WPA Employment, March 1941.

27. Illinois Department of Public Health, Releases, Jan. 19 - Feb. 23

APPENDIX

Table I

Characteristics of Counties in
Crab Orchard Defense Area

	Jackson	Williamson	Franklin	Saline	Union	Johnson
1940 population within 15-mile radius of Herrin	18,557	48,881	38,910	0	26	160
Economic activities	Coal, farming, (corn, wheat, oats, hay, fruit) mfg.	Coal, farming, (corn, hay, forage) fruit, mfg.	Coal, farming, (wheat, corn, oats, soy beans) mfg.	Coal, farming mfg.	Agriculture	Agriculture
Population						
1920	37,091	61,092	57,293	38,353	20,249	12,022
1930	35,680	53,880	59,442	37,100	19,883	10,203
1940	37,920	51,424	53,137	38,066	21,528	10,727
1940 Assessed valuation	12,749,284	15,302,195	15,759,247	11,337,116	9,466,225	5,211,168

Table IV

Water Facilities in Communities in Crab Orchard Defense Area.

Community	Source	Treatment	Ground Storage	Daily Pumpage
Carbondale	Recently connected with Crab Orchard Lake Impounding reservoir on Pyles Fork	Purification and chlorination, capacity: 1.5 million gals. daily	1,000,000 gals.	Capacity: 1,500,000 gals. average: 700,000 gals.
Carterville	Municipally owned; impounding reservoir on Hurricane Creek	Purification and chlorination, capacity: 1,000,000 gals. daily	163,000 gals.	Average: 35,000 gals.
West Frankfort	Municipally owned; impounding reservoir on Filley Creek	Purification and chlorination, capacity: 2,000,000 gals. daily	560,000 gals.	Average: 600,000 gals.
Marion	Marion Water Company, impounding reservoir on Crab Orchard Creek	Purification and chlorination, capacity: 1,160,000 gals.daily	225,000 gals.	Average: 300,000 gals.
Herrin	Municipally owned; impounding reservoirs on Hurricane and Wolf Creeks	Purification and chlorination, capacity: 2,000,000 gals.daily	435,000 gals.	Average: 435,000 gals.
Johnston City	Privately owned; impounding reservoir on Lake Creek	Purification and chlorination, capacity: 1,000,000 gals. daily	235,000 gals.	Average: 225,000 gals.
Murphysboro	Privately owned; Big Muddy River	Purification and chlorination, capacity: 2,000,000 gals. daily	423,000 gals.	Average: 300,000 gals. Capacity:2,200 gals.per minute
Zeigler	Privately owned; Big Muddy River	Purification and chlorination,	200,000 gals.	Average: 100,000 gals.
Du Quoin	Municipally owned; Reese Creek	Purification and chlorination	378,000 gals.	Average: 250,000 gals.
Benton	Municipally owned; impounding reservoir Big Muddy River	Purification and chlorination	----------	Average: 400,000 gals.

TABLE III

Number of Covered Workers by Occupations for Selected Counties
March 1940

(Unemployment Compensation Division, Illinois State Department of Labor)

County	Industry	Number of covered Workers in March 1940
Franklin	All occupations	9,640
	Bituminous and Other Soft Coal Mining	8,200
	Manufacturing	104
	Wholesale and Retail Trade and Service Industries	1,250
	Other	82
Jackson	All occupations	3,470
	Bituminous and Other Soft Coal Mining	874
	Manufacturing	1,330
	Wholesale and Retail Trade and Service Industries	1,090
	Other	180
Williamson	All Occupations	3,180
	Bituminous and Other Soft Coal Mining	1,810
	Manufacturing	171
	Wholesale and Retail Trade and Service Industries	1,090
	Other	111

men's Bureau Jan. 20, 1942 Duplicate copy - filing in old files 12/13/43 CONFIDENTIAL

Region ~~IX~~ VII

CRAB ORCHARD LAKE AREA -- CARBONDALE, ILLINOIS

I. Area affected by defense plant

(a) Towns within area from which commuting is feasible:

Towns	1940 Population	Economic Structure
Carbondale	8550	(Coal mining has been
Murphysboro	8976	(the principal industry in
Carterville	2893	(this area for many years
Herrin	9352	(and at one time the towns
Marion	9251	(were prosperous. However,
Johnson City	5418	(for the last twelve or
West Frankfort	12383	(fifteen years employment
Benton	7372	(in the mines has declined
Christopher	3833	(due to replacement of men
Ziegler	3006	(by machinery, a lesser
Anna	4092	(demand for coal, strikes etc.
Harrisburg	11453	(All this unemployment
Mt. Vernon	14724	(has made Southern Illinois
[redacted]	14407	(one of the heaviest Relief
		(W.P.A.loads in the entire
		(country.
		(One or two of the towns
		(have a small factory but
		(on the whole mining is the
		(only industry.

(b) Characteristics of surrounding rural area

Small farms on which corn is the principal crop. Many of the farmers supplemented their farm income by working in the mines.

(c) Comments concerning outlying area

Largely rural with fertile farms . St. Louis is the nearest large city and industrial center -- about 100 miles from the Ordnance Plant.

II. Plant Information

Since war contract plants regard their information as confidential, very little specific data can be given.

The Illinois Ordnance plant will be opened for production late in the spring. When the peak of employment is reached several thousand women will be working.

Crab Orchard Lake Area -- Carbondale, Ill.

II. Plant Information (cont.)

Labor Supply

6125 women from within an area of 25-30 miles have been interviewed by the employment offices and are available for work. Very few women have been gainfully employed due chiefly to the fact that coal mining offered no employment for women. 1370 girls between the ages of 17 and 25 have had some training under NYA and are waiting assignment.

Married women are being hired, but single women will be given preference. Some Negroes are working as laborers on construction, and the company expects to hire some Negro men and women on operations.

Working Schedules

Office employees now work 39 hours a week, which will probably be increased to 44. They get time off as compensation for over-time work.

The tentative plan is for a 56 hour week for the plant, with time and a half for over-time. Plant officials say that overtime work will be kept to a minimum.

Lunch and Rest Periods

Girls working in offices now have one hour for lunch. Plant employees will have one-half hour.

No definite length of rest periods has been set, but the company believes in a rest period and will try to establish a system.

III. Agency coordinating facilities needed for influx of women

(a) Crab Orchard Regional Defense Council

Coordinator -- Dr. Orville Alexander
Executive Committee is composed of the mayors of towns in area and Dr. Alexander
Chairman of Executive Committee -- Mr. Eugene Comte, mayor of Murphysboro

Dr. Alexander is head of the Political Science Dept. at the Southern Illinois Normal University in Carbondale, but at present he is devoting at least half of his time coordinating activities of the various committees in the Defense Council. He is attempting to bring about better conditions and is doing a valuable service with the limited facilities with which he has to work. One of the greatest problems is the defeatist attitude of the people and their bitter resentment against "outsiders" coming in.

IV. Adequacy of Community Sanitary facilities for an increased population.

Sanitary facilities are not adequate to meet the needs of the normal population therefore much of an increase in population would necessitate building additional facilities.

V. Transportation facilities

(a) Existing

Greyhound Bus Service three times daily to St.Louis and Cairo. This connects Murphysboro, Carbondale and a few other towns in the area. Marion & Harrisburg can be reached by a Greyhound bus running east to Evansville. Up to date, the usual method of transportation is by private car.

Railroad

The Illinois Central R.R. runs through Carbondale but does not provide transportation for workers.

Additional Bus Service is needed and plans are being made to provide more public transportation in that area, particularly from the surrounding towns to the plant.

VI. Housing

A housing shortage has existed in this area for some time as no new houses have been built for many years, according to Mr. Scott, County Welfare Director. When in-migration started last September it caused a serious shortage of houses and families resorted to living in shacks. Very often home owners in order to get much needed funds moved to some outbuilding, like a chicken house, providing they could rent their house. Rents are much too high, according to all persons contacted. Mrs. Culley, in charge of the Rooms Registration Office, said that rents had jumped at least 33 1/3%. A house that previously rented for $45.00 per month would now be $60.00 per month. Some of the new comers are living in trailers, others in hotel rooms of the third rate class or in rooms in private homes. Modern toilet and bathing facilities are lacking in many of the houses.

Additional Housing being provided

Army:

a. Staff Houses authorized (15)
b. Barracks or dormitories for 500 men in process of erection on reservation east of the administration building.

Defense Housing to be erected

No definite information available. It was reported that a minimum of 400 demountable houses were to be built, ppobably in Marion. According to his statement, the location of homes was one of the problems, i.e., in which town or towns etc., they were to be placed. Representatives of the F.H.A. held a meeting in Marion On Jan. 19, 1942 for the purpose of acquainting the local people with the methods used by F.H.A. in financing private construction, showed some architectural plans for homes and gave some general information on the effects of priorities. However

Housing (cont.)

no definite steps were taken toward actual construction by F.H.A.

In view of the widespread poverty that has existed throughout the area, it seems that Government Housing projects are badly needed. It is quite evident that private construction can not supply the need.

Dormitories for women

Since there is such a large supply of female labor in the area, no plans have been made for dormitories for women.

Rooms in private homes

Rates of rooms

Double -- $4.00 to $6.00 per week per person . $5.00 per week is the prevailing rate for double room. However, one of the carpenters was paying $6.00 per week, plus $1.00 extra for heat, in a double room in Marion.

Single -- Not many single rooms available. Rates are from $6.00 to $8.00 or more. One of the office girls said she paid $32.00 per month for a single room in Herrin.

Room Registration Office

Sherwin - Williams Defense Corp. has a Room Registration Service at the plant office. Mrs. Gulley, Registrar makes an inspection of all rooms listed

According to a letter received from Mr. Fancher personnel manager of the plant on Feb. 1st,, a survey had been made Jan. 23rd to determine the number of private rooms available for women. Only fifty to sixty percent of the homes were willing to take women. The supply of skilled workers and supervisory personnel is limited within the area, therefore these people will have to be brought in. There is a decided need for more adequate housing facilities for these people.

VII. Meals

Local people seemed to feel that the number of restaurants in each little town were sufficient to meet the needs. Meals were quite reasonable in price -- much more so than rents.
The hotels are very poor.

VIII Arrangement for Care of Children

Murphysboro has a nursery school, open morning and afternoon, under the leadership of W.P.A. Mr. Randall and Dr. Alexander spoke of the need for child care after women began working at the plant, but no plans have been made as yet to provide for this care.

Crab Orchard Lake Area -- Carbondale, Ill.

IX. Health Facilities -- only two towns gave a definite report.

a. Carbondale -- one hospital with approximately 100 beds. Adequate for a town the size of Carbondale.

b. Marion -- new Veterans' Hospital being constructed at a cost of approximately $3,000,000. In an emergency, it could be used by the community at large.

X. Facilities for Education and Recreation

a. Education -- adequate grade and high school facilities in most of the towns to take care of present population from which most of defense labor is expected to be obtained.

In some places, population had decreased according to 1940 census. Southern Illinois Normal university located at Carbondale provides college education. It is the only college in the southern third of Illinois, while upstate there are 52 colleges and universities.

b. Recreation-- Facilities very inadequate in most of the towns, not because of influx of defense workers, but because of no previously existing plans. Economic conditions have been so bad that residents have not given consideration to the problem, and consequently the taverns are the main source of entertainment.

1. Murphysboro -- This town is the only one with an adequate community program. With the help of the W.P.A. district supervisor, Mr. Malcolm Randall, a recreation center has been set up in a vacant school building.

a. Equipment -- A large auditorium with stage and electric victrola; several individual rooms used for ping pong, arts and crafts, wood-working, Red Cross activities, etc.; a storage room of W.P.A. equipment for ball, boxing, tennis, archery, etc.; and a fairly large playground for outdoor sports.

b. Program --
1. A dance every Wednesday and Saturday nights for junior high and high school boys and girls any body can come, however.
2. A Mothers' Club in connection with play school.
3. An extensive outdoor summer program

2. Herrin -- This town is just beginning its recreational program. The recration committee(Mr. Malcolm Randall, chairman) is asking each organization in the town (Rkla, Junior Woman's Club, etc.) to sponsor one activity such as baseball, dramatics, or camera club, and to use the service of as many as possible of the 3,000 volunteers for civilian defense.

Crab Orchard Lake Area -- Carbondale, Ill

Facilities for Education and Recreation (cont.)

3. Additional facilities needed -- a community recreation building in at least three of the towns; Herin, Marion, and Carbondale. Should be a permanent structure with a large auditorium, several club rooms, a lounge room, a game room, and showers and lockers (cost approximately $40,000 for each building.) Carbondale would be willing to help finance such a building, but it is doubtful whether or not the other towns could do co.

General Comments

It is difficult to summarize a report on this area because a true picture of the locality can not be shown without going into the underlying causes of the distorted community in which poverty and unemployment have played such a large part the last 12 or 15 years. The youth have grown up thinking in terms of Relief and W.P.A. as the only means of a livelihood and no effort toward improving their standards seems worthile. Now that "jobs" are within reach a new feeling has developed -- a feeling of resentment towards anyone coming in from the outside, even though there are many jobs for which local people are not qualified. They are doing everything possible to prevent it.

The fact that the southern third of Illinois has only one college while the other two thirds of the state has 52 institutions of higher education is a fairly good measuring rod for that section of the state. Dr. Alexander is trying to instill more tolerant ideas in the community toward new comers and is also attempting to show them that certain positions require definite qualifications and training which they do not have. Both he and Mr. Randall said they would welcome the U.S.O. but it is doubtful if the community would react favorably to their leadership. The need for recreational and housing facilities can not be too greatly stressed. The concensus of opinion was that a permanent type of building was needed for recreation rather than a temporary demountable type since there are no available facilities for the permanent population. The need is not the result of the influx of new workers, although this is a contributing factor, but because of the serious unemployment situation which has characterized Southern Illinois for some tine.

Persons contacted in regard to Community facilities:

1. Dr. Orville Alexander -- coordinator of Defense Councils in that area and head of government at the Southern Illinois Normal University.

2. Dr. Kramer - Hd. of History Dept. in So. Illinois, Normal University also director of Physical Education.

3. Mr. Malcolm Randall -- District Supervisor of Recreation(WPA)

4. Mr. Scott -- Headquarters of County Welfare.

5. Mr. Eugene Comte - Mayor of Murphysboro and chairman of the Exec. Board of the Defense Council.

Crab Orchard Lake Area -- Carbondale, Ill.

Persons contacted in regard to Community facilities (cont)

6. Mrs. Cecile Gulley -- Housing Registrar at Plant office.

We attended a meeting of the Recreation Committee on the Herrin Defense Council. The members of the committee consisted of:

Mr. Randall, Chairman
Supt. of School
High School Principal
Business Man - Insurance
Housewife -- Mrs. Brewster

We also attended a meeting of the Executive Committee of the defense Council for Area -- consisting of mayors of towns in area.

Summary of Needs:

I. Housing -

Government housing is needed for this area. There is an acute shortage for supervisory employees who must be brought in.

II. Recreation -

Permanent community recreation buildings are needed in at least three of the towns - Herrin, Marion, and Carbondale. The influx of defense workers has contributed to this need, but it has actually existed for a long time.

III. Care of Children -

After women start working in the plant which will be opened late in the spring there will need to be some additional arrangements made for the care of children.

Illinois Ordnance Plant Homes Registration Office.

Report of "Pick-Up's" in Defense Area, is as Follows:

December 20, 1941 - - - - - - - - - January 20, 1942

Herrin:
Dwellings Rented - - - - - - - - - - - -63
Rooms Rented - - - - - - - - - - - - -80

Johnston City:
Dwellings Rented - - - - - - - - - - - -10
Rooms Rented - - - - - - - - - - - - - 2

West Frankfort:
Dwellings Rented - - - - - - - - - - - -10
Rooms Rooms - - - - - - - - - - - -No Report

Carbondale:
Dwellings Rented - - - - - - - - - - - - 54
Rooms Rented - - - - - - - - - - - - -62

Murphysboro:
Dwellings Rented - - - - - - - - - - - -40
Rooms Rented - - - - - - - - - - - - -29

Marion
Dwellings Rented - - - - - - - - - - - -77
Rooms Rented - - - - - - - - - - - -No Report

This report is as near accurate as was possible without more definite information from tenants or landlords.

Cecile Culley
Housing Registrar

Listed below are rooms available in each town:

Murphysboro	69
Marion	50
Johnston City	48
West Frankfort	30
Benton	30
Herrin	30

AVAILABLE MODERN UNFURNISHED HOMES IN THE AREA

Mr. Frost DeSoto, Illinois - - - - - - 6 Room

Contact Homes Registration Offices for listings below

Carterville

J. D. Boren - - - - - - - - - - - -4 Room (This one not Modern)

Herrin

Cards 7-14 Mr. Brunk

Murphysboro

Cards --62 28 58 72 Mr. Hagler

West Frankfort
Cards 34 30 29 Mr. Wright

Carbondale

No homes listed now

Crab Orchard Lake Area

December 22, 1941

Dr. Orville Alexander
Southern Illinois Normal University
Carbondale, Illinois

Dear Dr. Alexander:

We are forwarding copies of recreation surveys which we made in towns which we felt would be effected by the in-migration of workers due to the Ordnance Plant. In those places where there is no figure given in the survey, the information was not available or there were no such facilities in that town.

We are also forwarding to a copy of an article by Mark McCluskey concerning recreation for industrial workers, and an article from the Journal of Health and Physical Education which describes the new W.P.A. Recreation Defense Project which has been written to serve in the defense area.

I enjoyed talking with you very much and am very pleased that the Normal has placed such a valuable man on the job as consultant for the Area Defense Council. If I can be of any service to you, please do not hesitate to call on me.

Very truly yours,

Malcom Randall
District Supervisor for Recreation

MR:LP

WPA EXPANDS RECREATION SERVICE

Trained leaders for the operation of recreational centers in military and industrial defense areas will be provided by the Work Projects Administration under a new project designed to increase recreational opportunities for servicemen and defense workers.

Sponsored by the Federal Security Agency and approved by the President, the plan embodies a $5,000,000 nation-wide project charged with coordination of recreational activities under the defense program. The project has been certified by the Secretary of War as necessary to defense and will operate in close conjunction with public and private agencies and military authorities.

Five thousand of the 25,000 workers on the WPA recreation program have been made available to this project for employment wherever the Federal Security Agency requests their services. Almost 350 areas have been designated by the FSA for defense recreation activities.

Community agencies will be assisted by the trained WPA recreation workers in the operation of recreation centers in towns near military reservations and in under-organized and expanding industrial centers. Others will be employed on military reservations under direction of military authorities. Their numbers will include leaders and directors for sports, entertainments, social events, crafts, and informal recreation activities, and personnel to conduct information and hospitality services for soldiers.

WPA's recreational facilities have been extended to local and state government agencies and community organizations for the past six years, but during the past year they have been greatly engaged with supplementing local recreation forces in defense areas and performing requested services on military sites. Now the program has been extended to national scope, so that

trained leaders will be available wherever they are needed. Military authorities have endorsed these services, stating that adequate and supervised activities are an important factor in morale.

Extent of WPA participation is expected to vary among the recreation centers from virtually complete operation in some places to the assistance of a few WPA recreation workers in others, depending on the needs and facilities of the community.

***HEALTH AND PHYSICAL EDUCATION MAGAZINE - October, 1941

HOSPITALITY TO SOLDIERS IS SPONTANEOUS
BUT DEFENSE WORKERS GET LITTLE RECREATION

Stressing the recreational needs of workers in defense industry, Mark McCloskey, Director of Recreation for the Office of Defense Health and Welfare Services, has recently offered the full cooperation and guidance of the Recreation Division to communities to enable them to extend their recreational facilities. In comments in connection with Civilian Defense Week, Mr. McCloskey said:

Recreation for the armed forces has been rapidly developed. Local defense committees, community groups, and individuals have cooperated wholeheartedly in providing leisure-time activities for the men in uniform. The United Service Organization is providing supplemental help. All in all, the picture for the armed forces is one of community hospitality that is spontaneous, open-handed, and genuinely friendly.

Workers Present Greater Problem

The defense worker presents an even greater problem. His average wage is less than $140 a month. With this he must feed, clothe, and shelter his family and, in addition, provide for miscellaneous necessities. With rents extremely high in crowded defense areas, and food costs excessive, he has very little left with which to pay for any recreation.

Results of the lack of wholesome leisure-time activities for industrial workers are showing up all over the country. Beer halls, gambling joints, and dance halls are doing a land-office business in defense areas. School facilities are overtaxed. In North Charleston, S. C., where navy-yard workers have more than doubled the population in the last year, four schools which normally can provide for 2,000 children must provide for 4,500. Auditoriums,

basements, and halls are being used for classrooms, leaving no place for play. Kindergartens are being discontinued and elementary and high school classes run two shifts.

Neglect Increases Delinquency

In the Mohawk valley area where there is much defense industrial work in small arms and textiles, and an acute labor shortage, many women are employed along with their husbands. Children have been left to shift for themselves, and there has been a marked increase in the juvenile delinquency rate among adolescent boys who got into mischief for lack of any constructive recreation.

People must wake up to this need just as they have waked up to the needs of the men in uniform. Community recreation programs must be extended to take in large numbers of new industrial workers. Community and neighborhood recreation centers, school auditoriums and gymnasiums open after school hours, organized games and activities at playgrounds, these are some of the ways that industrial workers and their families can be given an opportunity to participate in wholesome leisure-time activities, and thereby become more useful citizens in the community.

Professional Director Saves Grief

A professional director of recreation, with some funds to spend for necessary space and equipment, will in the long run save a lot of money and a lot of human misery in such communities.

Wichita, Kans., whose population has been more than doubled with the building of large aircraft plants nearby, has set a good example. It has opened eight neighborhood recreation centers, which are filled to capacity day and night.

***DEFENSE MAGAZINE - November 4, 1941

MURPHYSBORO

A. Physiography:
   1. Area Covered by town: 2½ square miles
   2. Topography: one river - two lakes-mostly plains
   3. Natural Resources: coal, fire clay, timber

B. Population Facts:
   1. Number: 9500
      a. Age groups
      b. sexes
      c. Nationalities: English, Italian, Ame ican, German, Jewish

   2. Accepted Occupational Groups: Shoe Factory, Mines, Railroads
   3. Concentration of Population:
      a. Tenements, apartments and flats: 10%
      b. Private homes (owned and rented): 90%

C. Present Facilities:

   1. Industrial Recreation:
      a. Kind of activities: two softball teams - one boys' and one girls'- sponsored by Brown Shoe Company
      b. Adequacy of program: Inadequate

   2. Commercial Recreation:

      a. Movies: two movie houses (ten and thirty-three cents) Seating capacity: 1200
                 (ten and twenty cents) Seating capacity 400
      b. Dance Halls: none
      c. Bowling Alleys: seven alleys (twenty cents p r line)
      d. Pool Halls: one pool hall - three tables
      e. Skating Rinks (roller and ice): none
      f. Shooting Galleries: none
      g. Golf courses and driving ranges: one golf course (Country Club)
      h. Archery ranges: none
      i. Amusement parks: none
      j. Swimming pools: one
      k. Bridle paths and stables: one
      l. Private tennis clubs: none
      m. Taverns: fifteen
      n. Private recreation clubs: none

D. Organized Recreation in Operation: (No organized recreation in these bodies)
   1. Y.M.C.A. and Y.W.C.A.: none
   2. Civic clubs, lodges and fraternal bodies: fifteen
   3. Churches: sixteen
   4. Boy and Girl Scouts: one of each

MURFHYSBORO

E. City and School Facilities:

1. Gymnasiums* four
2. *Playgrounds and play areas: 10
3. Athletic fields: three
4. School buildings and playgrounds: six
5. Lodgings and cabins: twelve
6. *Parks: two
7. Rivers, lakes, and streams: one river - two lakes
8. Libraries: one
   a. Number of books available: 5284
   b. Number of magazines available: 10
   c. Number of newspapers: 2
9. Work shops: none
10. Theatres: two
11. Museums: none

F. Available Areas:

1. Vacant lots: fifteen
2. Vacant buildings: six
3. Lakes, rivers and streams - one river - two lakes
4.

G. Existing Recreational Agencies:

1. *Park Boards and recreation commissions: two
2. Y.M.C.A: none
3. Y.W.C.A: none
4. Church groups: none
5. City clubs: none
6. *School boards: two
7. Other groups : none

H. Recreational Traditions and Trends:

1. Flexibility of community interests: very good
2. Activities the community will not tolerate: gambling - intoxication
3. Popular activities: softball - baseball - tennis - football
4. Current trends: organized play

*Operated or Assisted by WPA Recreation Program

Summary Report

Jan. 20, 1942
E.W. & S.T.
Illinois

Defense Area Form VII

~~VIII~~ ~~IX~~ 4 attached

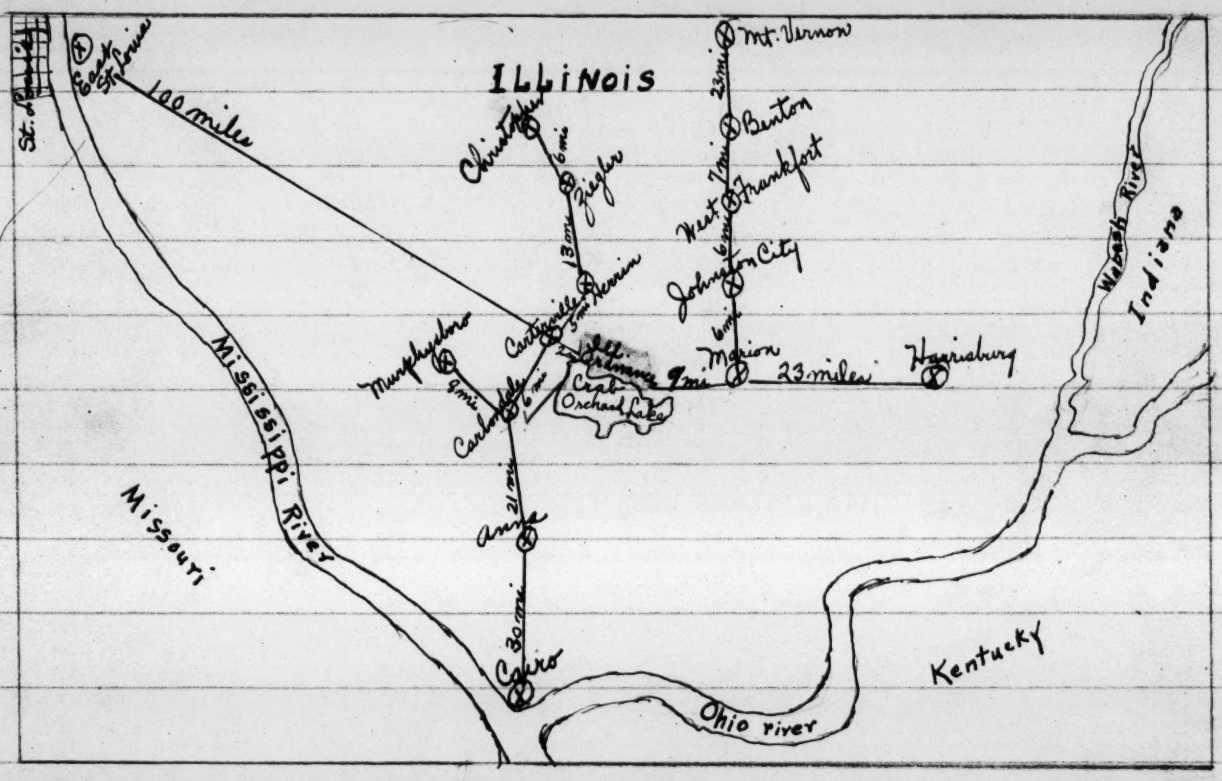
I Areas affected by defense plant

a. Defense Plant — Location (Mailing address)

Illinois Ordnance Plant — Carbondale, Ill.

Crab Orchard Lake area

b. Towns within area from which commuting is feasible:



Towns	1940 Population	Economic Structure
Carbondale	8550	Coal mining has been the principal industry in this area for many years and at one time the towns were prosperous. However, for the last twelve or fifteen years employment in the mines has
Murphysboro	8976	
Carterville	2893	
Herrin	9352	
Marion	9251	
Johnson City	5418	
West Frankfort	12,383	

(over)

Defense Area Form
Crab Orchard Lake area

b. Towns within area (cont)

Towns	1940 Pop.	Economic Structure
Benton	7372	declined due to replacement of men by machinery, a lesser demand for coal, strikes etc. All this unemployment has made Southern Illinois one of the heaviest Relief x W.P.A. loads in the entire country. One or two of the towns have a small factory but on the whole mining is the only industry.
Christopher	3833	
Zeigler	3006	
Anna	4092	
Harrisburg	11,453	
Mt. Vernon	14,724	
Cairo	14,407	

(b)
c. Characteristics of surrounding rural area

Small farms on which corn is the principal crop. Many of the farmers supplemented their farm income by working in the mines.

(c)
d. Comments Concerning outlying area

Largely rural with fertile farms.
St. Louis is the nearest large city and industrial center about 100 miles from the Ordnance Plant.

II - Plant Information - (see Typewritten page)

III 2. Agency Coordinating facilities needed for influx of women

a. Crab Orchard Regional Defense Council

Coordinator — Dr. Orville Alexander

Executive Committee is composed of the Mayors of towns in area and Dr. Alexander
Chairman of Exec. Com. — Mr. Eugene Comte, mayor of Murphysboro.

II. Plant Information - Confidential-

Since war contract plants regard their information as confidential, very little specific data can be given.

The Illinois Ordnance plany will be opened for production late in the spring. When the peak of employment is reached several thousand women will be working.

Labor Supply

6125 women from within an area of 25 - 30 miles have been interviewed by the employment offices and are available for work. Very few women have been gainfully employed due chiefly to the fact that coal mining offered no employment for women. 1370 girls between the ages of 17 and 25 have had some training under NYA and are waiting assignment.

Married women are being hired, but single women will be given preference. Some Negroes are working as laborers on construction, and the company expects to hire some Negro men and women on operations.

Working Schedules-

Office employees now work 39 hours a week, which will probably be increased to 44. They get time off as compensation for over-time work.

The plan is for a 56 hour week for the plant, with time and a half for over-time. Plant officials say that overtime work will be kept to a minimum.

Lumch and Rest Periods

Girls working in offices now have one hour for lunch. Plant employees will have one-half hour.

No definite lenght of rest periods has been set, but the company believes in a rest period and will try to establich a system.

2. Agencies coordinating facilities (cont.)

Dr. Alexander is head of the Political Science Dept. at the Southern Illinois Normal University in Carbondale, but at present he is devoting at least half of his time to coordinating activities of the various committees in the Defense Council. He is attempting to bring about better conditions and is doing a valuable service with the limited facilities with which he has to work. One of the greatest problems is the defeatist attitude of the people and their bitter resentment against "outsiders" coming in.

IV 3. Adequacy of Community Sanitary facilities for an increased population

Sanitary facilities are not adequate to meet the needs of the normal population therefore much of an increase in population would necessitate building additional facilities.

4. Transportation facilities

a. Existing

Greyhound Bus service three times daily to St. Louis and Cairo. This connects Murphysboro, Carbondale and a few other towns in the area. Marion & Harrisburg can be reached by a Greyhound bus running east to Evansville. Up to date, the usual method

IV
4. Transportation (cont.)

of transportation is by private car.

Railroad – The Illinois Central R.R. runs thru Carbondale ~~and evidently~~ will be the road used ~~to transport the loaded shells from the Ordnance Plant. However, this does not provide transportation for workers.~~ but does not provide transportation for workers.

Additional Bus Service is needed and plans are being made to provide more public transportation in that area, particularly from the surrounding towns to the plant.

VI
B. Housing

A housing shortage has existed in this area for some time as no new houses have been built for many years, according to Mr. Scott, County Welfare Director. When in-migration started last September it caused a serious shortage of houses and families resorted to living in shacks ~~(and "holes like animals")~~. Very often home owners, in order to get much needed funds moved to some out-building, like a chicken house, providing they could rent their house. Rents are much too high, according to all persons contacted. Mrs. Gulley, in charge of the Rooms Registration office, said that rents had jumped

Crab Orchard Lake Area Summary

V/5. Housing (cont.)

at least 33⅓ o/o. A house that previously rented for $45.00 per mo. would now be $60.00 per mo. Some of the new-comers are living in trailers, others in hotel rooms of the third rate class, or in rooms in private homes. ~~where~~ Modern toilet and bathing facilities are lacking in many of the houses.

Additional Housing being provided

Army:

a. Staff Houses authorized (15)

b. Barracks or dormitories for 500 men in process of erection on reservation east of the Admin. building.

Defense Housing to be erected

No definite information available. ~~Mr. Fancher, Pub. Mgr.~~ It was reported that ~~said~~ a minimum of 400 demountable houses were to be built, probably in Marion. According to his statement, the location of homes was one of the problems, ie, in which town or towns etc. they were to be placed. Representatives of the F.H.A. held a meeting in Marion on Jan. 19, 1942 for the purpose

Crab Orchard Lake Area Summary

Housing (cont.)

of acquainting the local people with the methods used by F. H. A. in financing private construction, showed some architectural plans for homes and gave some general information on the effects of priorities. However, no definite steps were taken toward actual construction by F. H. A.

In view of the widespread poverty that has existed thruout the area, it seems that Govt Housing projects are badly needed. It is quite evident that private construction can not supply the need.

Dormitories for women

Since there is such a large supply of female labor in the area, no plans have been made for dormitories for women.

Rooms in private homes

Rates of rooms

Double - $4.00 to $6.00 per wk. $1 per person — $5.00 per wk. is the prevailing rate for double room. However, one of the carpenters was paying $6.00 per wk. plus $1.00 extra for heat, in a double room in Marion.

Crab Orchard Lake Area Summary

Rates of Rooms (cont.)

Single - Not many single rooms available. Rates are from $6.00 to $8.00 or more. One of the office girls said she paid $32.00 per mo. for a single room in Herrin.

Room Registration Office.

Sherwin-Williams Defense Corp. has a Room Registration Service at the plant office. Mrs. Gulley, Registrar makes an inspection of all rooms listed. (The following report was made Jan. 20, 1942

Towns	Rooms Available	Rented since Construction began	
		Dwellings	Rooms
Murphysboro	69	40	29
Marion	50	77	Nr
Johnston City	48	10	2
West Frankfort	30	10	Nr
Benton	30	Nr.	Nr
Herrin	30	63	80
Carbondale	0	54	62

According to a letter received from Mr. Fancher personnel manager of the plant on Feb. 1st, a survey had been made Jan. 23rd to determine the number of private rooms

Crab Orchard Lake Area

Rooms (cont.)

available for women. Only fifty to sixty percent of the homes were willing to take women. The supply of skilled workers and supervisory personnel is limited within the area, therefore these people will have to be brought in. There is a decided need for more adequate housing facilities for these people (~~See attached letter from Mr. Fancher~~)

VII

6. Meals

Local people seemed to feel that the number of restaurants in each little town were sufficient to meet the needs. Meals were quite reasonable in price — much more so that rents.

The hotels are very poor.

VIII

7. Arrangement for Care of Children

Murphysboro has a nursery school, open morning and afternoon, under the leadership of W.P.A. Mr. Randall and Dr. Alexander spoke of the need for child care after women began working at the plant, but no plans have been made as yet to provide for this care.

Crab Orchard Lake Area Summary

~~E~~ B. Health Facilities — only two towns gave a definite report.

a. Carbondale — one hospital with approximately 100 beds. Adequate for a town the size of Carbondale

b. Marion — new Veteran's Hospital being constructed at a cost of approximately $3,000,000. In an emergency, it could be used by the community at large.

~~F~~ F Facilities for Education and Recreation

a. Education — adequate grade & high school facilities in most of the towns to take care of present population from which most of defense labor is expected to be obtained. In some places, population had decreased according to 1940 census. Southern Illinois Normal University located at Carbondale provides college education. It is the only college in the southern third of Illinois, while upstate there are 5 or 6 colleges & universities.

b. Recreation — Facilities very inadequate in most of the towns, not because of influx of defense workers, but because of no previously existing plans. ~~They only have~~

Crab Orchard Lake area, - Carbondale, Illinois - January 1942

Confidential -

I - Areas affected by defense plant

(a) - Towns within area from which commuting is feasible : -.

ted at Carbondale provides college education
It is the only college in the southern third of Illinois, while
upstate there are 5 colleges & universities.

b. Recreation - Facilities very inadequate in most of the towns, not because of influx of defense workers, but because of no previously existing plans. ~~The people have~~

Crab Orchard Lake Summary

Economic conditions have been so bad that residents have not given any consideration to the problem, and consequently the taverns are the main source of entertainment.

1. Murphysboro — This town is the only one with an adequate community program. With the help of the WPA district supervisor, Mr. Malcolm Randall, a recreation center has been set up in a vacant school building.

a. Equipment — a large auditorium with stage & electric victrola; several individual rooms used for ping pong, arts & crafts, wood-working, Red Cross activities, etc.; a storage room of WPA equipment for ball, boxing, tennis, archery, etc.; and a fairly large playground for outdoor sports.

b. Program —

1. A dance every Wed. & Sat. nights for junior high & high school boys & girls — anybody can come, however.
2. A Mother's Club in connection with playground
3. An extensive outdoor summer program

2.) Herrin — This town is just beginning its recreational program. The recreation committee (Mr. Malcolm Randall, chairman) is asking each organization in the town (Elks, Junior Woman's Club, etc.) to sponsor one activity, such as baseball, dramatics, or camera club, and to use the services of as many as possible of the 3,000 volunteers for civilian defense.

3. Additional facilities needed — A community recreation building in at least three of the towns: Herrin, Marion, & Carbondale. Should be a permanent structure with a large auditorium, several club rooms, a lounge room, a game room, and showers & lockers (cost - approximately $40,000 for each bldg.) Carbondale would be willing to help finance such a bldg., but it is doubtful whether or not the other towns could do so.

suburbs. Now that "jobs" are within reach a new feeling has developed — a feeling of resentment towards anyone coming in from the outside, even tho there are many jobs for which local people are not qualified. They are doing everything possible to prevent it.

Crab Orchard Lake Area

General Comments

It is difficult to summarize a report on this area because a true picture of the locality can not be shown without going into the underlying causes of the distorted community in which poverty and unemployment have played such a large part the last 12 or 15 years.

The Youth have grown up thinking in terms of Relief and W. P. A. as the only means of a livelihood and no effort toward improving their standards seems worth while. Now that "jobs" are within reach a new feeling has developed (~~a kind of dog in the manger attitude~~) since there are many jobs for which local people are not qualified but they resent anyone coming in from outside and are doing everything possible to prevent it.

The fact that the southern third of Illinois has only one college while the other two thirds of the state has 52 institutions of higher education is a fairly good measuring rod for that section of the state.

General Comments (cont.)

Dr. Alexander is trying to install more tolerant ideas in the community toward new comers and is also attempting to show them that certain positions require definite qualifications and training which they do not have. Both he and Mr. Randall said they would welcome the U.S.O. but it is doubtful if the community would react favorably to their leadership. The need for recreational and housing facilities can not be too greatly stressed. The consensus of opinion was that a permanent type of building was needed for recreation rather than a temporary demountable type since there are no available facilities for the permanent population. The need is not the result of the influx of new workers, although this is a contributing factor, but because of the serious unemployment situation which has characterized Southern Illinois for some time.

Dr. Alexander said he would be glad to keep the Bureau informed as to community developments and would welcome any suggestions from us.

Crab Orchard Lake Area

Persons contacted in regard to Community facilities.

1. Dr. Orville Alexander - coordinator of Defense Councils in that area and Head of Government at the Southern Illinois Normal University.
2. Dr. Kramer - Hd. of History Dept in So. Ill. N. U. Also director of Physical Ed.
3. Mr. Malcolm Randall - District Supervisor of Recreation (W.P.A.)
4. Mr. Scott - Hd. of County Welfare
5. Mr. Eugene Comte - Mayor of Murphysboro & Chairman of the Exec. Bd. of the Defense Council
6. Mrs. Cecile Gulley - Housing Registrar at plant office

We attended a meeting of the Recreation Committee on the Herrin Defense Council The members of the committee consisted of:

Mr. Randall, Chairman
Supt. of Schools
High School Principal
Business man - Insurance
Housewife - Mrs. Brewster

We also attended a meeting of the Executive Com... of the Defense Council for Area - consisting of mayors of towns in area...

(Ill. Ord)

Crab orchard:-

Preliminary letters from Miss Wolfe (Jan. 24) (Jan. 28) - M. Cannon's file -

Community Notes

new copy
12/13/43

Meeting of the Defense Council in the Crab Orchard Area

1. Set-up of the Council

Mr. Orville Alexander, teacher of Government in the normal college at Carbondale, Ill., has been released from part of his teaching load by the president of the college so that he may serve as coordinator of the Civilian Defense Council. The mayors of the surrounding towns are chairmen of their respective town councils and serve on the larger area council.

2. Action of the Area Council on the Labor Situation

Mr. Alexander explained before the meeting that for a number of years the southern part of Illinois has been a mining section. Because of increased use of mining machinery that replaces human labor, however, a large proportion of the miners have been thrown out of work; and since the region has absolutely no other industries of any size, a tremendous unemployment problem has arisen in recent years. In Williamson county alone, it is estimated that about

85% of the people have been either on WPA rolls or on direct relief. The general feeling is that the Illinois Ordnance Plant was located in the Crab Orchard Area because it could use enough of the available local labor supply to relieve the unemployment problem. While large numbers of local people have been hired at the plant to date, the fact that hundreds of workers are still without jobs has antagonized the mayors to the extent that they have taken upon their own shoulders the job of seeing that local people rather than outsiders are put on the payrolls from now on.

At the specific meeting which we attended, Mr. Eugene Conte, mayor of Murphysboro and Chairman of the Council, read a letter which stated that in the future preference was to be given to labor within a 25 mile radius of the plant and that the U.S. Employment Service Office would not issue a card to any laborer outside this 25 mile radius if the job could be

filled by a qualified worker within the designated area. The mayors voted to submit this letter to the company operating the plant (Sherwin-Williams) to the army head, and to the construction contractors and agreed that this resolution should apply to production as well as to construction workers. The letter was drawn up after a committee composed of several mayors and Mr. Alexander, coordinator of the defense council, had investigated and found outsiders holding jobs that could be filled by local residents. The committee made a list of 200 jobs for which they could find local people with the needed qualifications.

3. Comments

From all indications, the mayors on the defense council are a little unreasonable in their demands. Their towns have been in such a dreadful state of depression for so long that they are determined that absolutely no outsider shall hold a job at the plant if they can

possibly prevent him doing so. It is evident, however, that they will not be able to furnish some of the highly skilled labor the plant will need. Mr. Alexander has urged them to be sure that the workers in their towns are qualified before they tell the plant that they can supply sufficient local labor. As an example of their failure to do this, Mr. Alexander stated that, not knowing what key punch operators were, they had said that they had enough of these operators to supply the plant, but found that they didn't after investigating as to the qualifications required.

The union is very strong in the area. Mr. Alexander rather suspects that the local business agents for the union are selling jobs because the local people are so anxious to get employment.

Detailed notes on
Crab Orchard Lake Area.
Summary report based
on these reports.

Crab Orchard Study

Health Facilities

Only two towns gave any definite report on existing medical facilities. These were Carbondale and Marion which have the following:

(a) Hospital in Carbondale with a capacity of approximately 100 beds — This hospital was built to replace an older one destroyed in a fire. The new one is said to be fairly modern and adequate for a town the size of Carbondale

(b) New Veteran's Hospital in Marion — This is a new building just completed (it is possible that all the equipment has not yet been put in) at a cost of approximately $3,000,000. Its capacity is quite large, but it is to be used for veterans only and not for the general population. Community leaders interviewed, however, feel that in case of emergency, this hospital would open its facilities to the community at large.

Crab Orchard Study

Health Facilities (cont.)

Mr. Orville Alexander, coordinator of civilian defense for the area, said that he planned to use some of the civilian defense volunteers in public health work. As an example, he said that Carbondale had a mosquito problem, and that he was going to try to assign town blocks to groups of people and have them look for breeding places, etc.

Facilities for Education and Recreation

A. Education — Most of the towns in the area seem to have adequate educational facilities for a medium education. If most of the production labor comes from the local people, there probably will be no great strain on these facilities caused by the influx of defense workers. The present educational advantages come from two sources: the grade & high schools in the individual towns, and the Southern Illinois Normal University at Carbondale. The population in the towns

has shown no great increase (although some defense workers have come in from outside) and in some cases it has actually declined so that there seems to be at present no need for additional educational facilities.

B. Recreation — The problem of recreation is one of the most important in the Crab Orchard defense area. This problem is due, however, not to a great influx of defense workers and an overcrowding of existing facilities, but rather to complete failure of the surrounding towns to do anything at all about recreation in past years. The unemployment situation in this region has been so drastic that the entire interest of the people is centered in getting jobs, and it is difficult to get them to consider such a problem as recreation at all. The only recreational places of which there seems to be a sufficient number are the taverns, and every town is overcrowded with these. Although each town has one or two small theatres and there are one or two bowling alleys, swimming pools, etc. scattered

over the area, in only two instances did we find anything at all worthwhile being done about recreation

1. Two towns recognizing the recreational problem

a. Murphysboro — This town has allowed the WPA to come in and supplement its own recreational program; and under the direction of Mr. Malcolm Randall, district supervisor of WPA, a fairly adequate community program which should serve as a model to other towns has been set up. Although very few new defense workers have come into Murphysboro, the program is serving those who were already living there & are now working at the munitions plant, as well as other people in the community.

① Building (formerly a school building, now turned into a recreational center) — a large auditorium with stage, electric victrola, & storage closet for musical instruments; a ping-pong room; an arts & crafts room; a properly equipped wood-working shop;

Coal Orchard Study

a room equipped with looms, etc. for Red Cross workers; a play-school room properly furnished

② Equipment — In addition to ping-pong tables, woodworking tools, etc. which equip special rooms, WPA maintains a store room in which they have equipment for ball, boxing, tennis, badminton, archery, & other sports

③ Outside Playgrounds — In addition to the one on which the building is located, playgrounds scattered over the town have been used for WPA summer programs.

④ Programs — The ping-pong, wood-working, arts & crafts rooms are open any time to those who wish to use them; a dance is held every Wed. & Sat. nights, mostly for junior high & high school boys & girls, although anybody can come; a Mother's Club has been organized in connection with the play-school; other groups such as the Red Cross meet in the

building.

B. Herrin – We attended a meeting of the recreation committee (Mr. Malcolm Randall, chairman) set up at Herrin under the Civilian Defense Program. Plans were begun for a recreational program to take care of the defense workers as well as the other residents in the community. The committee agreed to get each club or organization in the town (i.e. – Elks, American Legion, Junior Woman's Club, etc.) to sponsor one activity (baseball, camera club, dramatics, etc.), and to use as many as possible of the 3,000 volunteers for civilian defense in connection with these activities. Although just in its beginning stage, this program does show an awakening to the necessity of an adequate community recreational program.

2. Additional facilities needed – The greatest need at the present is for community recreation buildings. Mr. Randall, district WPA

supervisor, and Mr. Alexander, coordinator of the Civilian Defense Council, did not feel that one building could serve the entire community (especially with the increased transportation problem caused by tire rationing), but that a building should be constructed in at least three of the towns — Herrin, Marion, & Carbondale. Their requirements for an adequate building are:

a. A permanent structure costing approximately $40,000.

b. Large center room with stage (to be used for basketball, assemblies, etc.)

c. Club rooms surrounding large center room

d. Lounge room

e. Game room (for ping-pong, darts, etc.)

f. Showers & lockers.

Although they could not speak for the other towns, Mr. Randall & Mr. Alexander said that Carbondale could help finance such a building if Government aid was given.

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1/13/43

W.P.A. Recreation Program in Murphysboro, Ill.

The mayor of Murphysboro, Eugene Comte, is perhaps the most progressive and farseeing of all the mayors in the town surrounding the Illinois Orduance Plant; and under his direction, the people of Murphysboro have accepted WPA assistance to supplement their own commercial, industrial, and civic recreational programs. The success of the WPA program in this town should serve as an example of what might be done in other towns with the cooperation of the people. The following is a summary of the program:

I. Facilities

a. Building - a former school building which had not been used for a number of years was turned over into a community recreation center after it had been redecorated & made reasonably modern. The building contains the

following rooms:

1. A large auditorium with stage at one end & equipped with an electric victola & a room for the storage of musical instruments. This can be used both for the presentation of plays and as a dance hall.
2. A fairly large room equipped with three regulation size ping-pong tables.
3. A room equipped with tables, shelves, & cabinets and used as an arts and crafts room.
4. A room equipped with work tables & cabinets of tools which is used as a wood-working shop for boys.
5. A room equipped with looms to be used as a Red Cross meeting room for women who are wearing, knitting, and making bandages in the Red Cross defense program.
6. A play-room equipped with children's furniture in which a play-school is

sponsored.

B. Outside Playgrounds — in addition to the playground on which the building is located, there are several other playgrounds scattered over the town on which the WPA has been carrying out a summer program. These are equipped with swings, tennis courts, sandpiles, etc.

C. Equipment — In addition to the ping-pong tables, the woodworking tools, the play-school furniture, etc. which stay in the various rooms, the WPA has a storeroom in which they have numerous kinds of equipment for ball, boxing, tennis, archery, & other sports.

II. Program

a. The ping-pong, wood-working, & arts & crafts room are open at any time for boys & girls who wish to use them.

b. Every Wednesday and Saturday nights, a dance is held which is attended mostly by boys and girls of high school and

junior high school age, but persons of any age may attend if they desire.

C. In connection with the play-school, there is a mother's club which meets in the play-school room. At the time we visited the building, the mothers were having a book review session.

D. Various club groups in the community may meet in the building. The Red Cross group is planning to meet there regularly. There is a small kitchen in the basement where light refreshments can be prepared.

E. Each of the playgrounds has a summer program including baseball, tennis, etc. under the direction of trained leaders.

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12/13/43

Meeting of the FHA Representatives with Residents of Marion, Ill.

At the time of our visit to the Illinois Ordnance Plant and the surrounding area, a meeting was held at Marion (one of the towns in the area) for the purpose of acquainting the townspeople with the methods used by FHA in financing private construction. FHA representatives explained to the people the new ruling about having an area declared a defense area before FHA loans would be granted, showed some architectural plans for homes, and gave some general information on the effects of priorities, etc.

From information on housing given by various people in the community, however, it seems that what these people need is not private construction but Government housing projects to take care of a situation caused by the drastic unemployment problem existing in the area.

1st copy
1/13/43

Meeting of the Herrin, Ill. Recreation Committee

1. Set-up of the Committee

Mr. Fred Henderson, mayor of Herrin, appointed Mr. Malcolm Randall (district supervisor of W.P.A.) the chairman of the committee. Other members are the superintendant of schools, principal of the high school, a matron intereted in community affairs, and a leading business representative of the town.

2. Action Taken by the Committee

a. Facilities — It was decided that the town definitely needs a building to serve as a recreational center for the entire community as well as for the defense workers. No definite action toward getting this building was taken, however, but committee members did feel that the town would be willing to contribute some money toward it.

B. Recreation Program — The town of Herrin has a list of 3,000 people who have

volunteered to help with civilian defense, and the committee decided that these people should be given something definite to do in the immediate future. Mrs. Brewster, the young matron on the committee, agreed to get some publicity through the town newspaper about the recreation program. Other committee members are going to call on the various organizations in the town (i.e. the Elks, Masons, American Legion, Junior Woman's Club) and get each of these organizations interested in sponsoring a part of the program — baseball, hiking, camera club, etc. At a later meeting of the committee, representatives from the organizations will be present and plans will be made for picking leaders & workers from the list of 3,000 volunteers.

C. Comments — Although the town of Herrin believes that it has a sufficient number of talented people who can be leaders in the recreation program, Mr. Randall feels that

they need one paid worker to supervise and coordinate the entire job. He said that if the people would furnish facilities and back the program, the WPA would furnish this paid leader. It was not decided definitely, however, as to whether or not this plan would be followed.

Dr. Alexander, of So. Ill. State Teacher's College, gave us this report.

REPORT ON

INDUSTRIAL LABOR IN SOUTHERN ILLINOIS

(This report was prepared January 7, 1942, at the request of the President of Southern Illinois, Inc., by Professor A. G. Anderson, of the University of Illinois at Champaign, and Counselor for the National Resources Planning Board)

Character of Labor Supply

The population of southern Illinois represents native stock primarily rural in character augmented by immigration of groups of foreign born who sought employment in the mining industry. The former agricultural and mining prosperity of the region provided a favoring environment, particularly as to modern, progressive towns and educational facilities. The present generation is a product of this background and environment and is typically American. The younger generation has been unified in outlook and understanding in the grade and high schools, and the level of intelligence and capability is high.

Decentralization of the Population

In older, established industrial areas there are to be found examples of congested urban residential areas, inadequate as regards living conditions and resulting in ways and standards of living inimical to economic and social progress. Efforts to bring about readjustments bettering such conditions are necessarily slow and costly. In this area the pattern of location of the population is favorable. There are no large cities, but 15 or more small towns, and other community groups. This makes for a small town and semi-rural environment, with all possibilities present for homes, gardens, acreage, or the operation of small farms as a supplement to industrial employment.

The network of paved highways and the established practice of commuting from 5 to 35 miles in connection with mine employment favors a like decentralization of industry.

The following small towns are within a 25 mile radius of Herrin, Illinois:

Carterville ✓	Royalton	✓Christopher
Johnston City ✓	✓Zeigler	✓Carbondale
Cambria	✓West Frankfort	✓Benton
Marion ✓	Pittsburg	Duquoin
Hurst	✓Murphysboro	Colp

Harrisburg is just outside this radius. The population in numbers is located with respect to Herrin as follows:

Within a	5	mile	radius,	22,000
"	10	"	"	60,000
"	15	"	"	108,000
"	25	"	"	200,000

Labor Available to New Industries

The mining industry formerly provided profitable employment to workers and contributed much to the development and progress of the several communities. It is still important but the decline in mining operation brings a need for additional industrial employment opportunities. The ordnance plant now being constructed on a site adjacent to Crab Orchard Lake is providing temporary jobs for construction workers, and its operation will benefit others. The effect upon the total unemployment situation, however, is and will be relatively small. When the plant is closed down at the end of the war the situation will be approximately as it was before. In January, 1941, preceding the construction of the ordnance plant, the unemployed labor supply in the area was estimated to be as follows:

Within a	5	mile	radius	of	Herrin,	2,937
"	10	"	"	"	"	8,064
"	15	"	"	"	"	14,515
"	25	"	"	"	"	26,880

Probably not more than 5,000 local workers will be employed at the ordnance plant at any time.

An analysis of the population group in the area reveals the following data:

Within a 25 mile Radius of Herrin

Sex	Population Number	Gainful Workers	Per Cent Gainful Workers of Population
Total	200,000	64,000	32.0
Male	102,000	56,960	28.4
Female	98,000	7,040	3.6

It will be noted that women comprise a comparatively small percentage of the gainful labor supply as compared with many other industrial areas. This arises from the fact that the principal source of employment in the past, coal mining, excluded woman workers, and other employment opportunities for women were lacking.

Characteristics of the Labor Supply

An unusually large number of workers under 25 years of age are available for employment. A survey shows that nearly 60 percent of all the gainful workers under 25 years of age have been unemployed. This compares with 40 percent or less in other industrial areas. Many of these workers are not possessed of technical skills or craft training, but defense training courses are now caring for this need. The availability of women workers should be noted. Industrial employment has been lacking for this group.

Assignment of workers to several WPA projects in the area disclosed that included were skilled craftsmen, 17 per cent; semi-skilled machine and manual workers, 3 per cent; and unskilled workers, 41 per cent.

Workers Available to Defense Industries

An inventory of workers available for a selected list of defense industries was prepared as of November 14, 1941, by the Illinois Department of Labor, Division of Employment and Compensation. Data for the southern part of the state if as follows:

Occupational Group	Number
Total	2,721
Technical, Professional and Kindred	46
Hot Metal Fabricating	139
Molders and Coremakers	35
Furnace Tenders and Pourers	4
Forgers and Rollers	95
Heat Treaters	3
Misc. Hot Metal Fabricators	2
Cold Metal Fabricating	115
Metal Machining	150
Metal Finishing	56
Assembly	366
Airframe Assemblers	0
Electric Equipment Assemblers	8
Riveters	33
Welders	241
Other Assemblers, Heavy	66
Other Assemblers, Light	18
Installation, Maintenance and Repair	351
Inspecting, Testing and Adjusting	11
Woodworking	84
Woodworkers, Ship and Boat	2
Woodworkers, Hand, Other	16
Woodworkers, Machine	66
Electricians and Related	161
Chemical	8
Textile, Garment and Related	44
Building Construction	867
Miscellaneous	323
Glass Working	4
Painters	37
Stationary Engineers and Firemen	183
Foremen, n.e.c.,	2
Foundry, n.e.c.,	1
Bricklayers, Firebrick	31
Crane Operators	47
Unclassified	18

This information in further detail is available from the Illinois Department of Labor, Chicago, Illinois, or any district office. The inventory shows registrations in 624 technical, skilled, and semiskilled defense occupations. 3,910 workers in these groups are registered in adjoining labor areas of the state. In addition, data is available showing registrations for

work occupations not included in the foregoing group and will be provided upon request in the respective areas."

Defense Training Courses

A total of 1,803 enrollments were reported in defense training courses in the area. NYA accounted for 1,520 and 283 were registered in pre-employment refresher courses. Eighteen communities had some form of defense training activity. Thirteen of these communities had NYA work centers and six of the communities had pre-employment training. The more important subjects and numbers enrolled in each are as follows:

Subject	Number of Students
Aero sheet metal	71
Aircraft engine mechanics	20
Auto mechanics	60
Foundry	10
Machine shop	461
Power sewing machine operators	322
Sewing	30
Radio	9
Sheet metal workers	103
Welding, arc, acetylene and electric	277
Wood shop, including pattern making	292

Arrangements have been made for the establishment of additional classes in various subjects to train men and women for jobs in business and industry. An endeavor will be made to anticipate the need in this respect, and to cooperate with employers and prospective employers.

Labor Organizations

The organization of labor in the area varies with the particular locality, but in general labor has long been strongly organized in the mining, construction, and some other industries. In some localities and in some lines workers are not organized. In times past labor differences have resulted in strikes and friction between employers and employees.

However, this period is largely in the past. The maturity of the unity of interest and basic needs of the situation on the part of all concerned, have minimized difficulties with organized labor in recent years. The business men of the area sincerely believe that the situation as regards labor is favorable, and that satisfactory, constructive relationships between employees and employers may be established and maintained. Observation of the situation and consideration of recent experience confirms this opinion.

WORK PROJECTS ADMINISTRATION

ILLINOIS

DISTRICT 5



NOVEMBER

1941

FEDERAL WORKS AGENCY
WORK PROJECTS ADMINISTRATION
(Illinois)

(DISTRICT FIVE)

RECREATION NEWS

A Monthly Report to Sponsors

NOVEMBER
1941

CHRISTMAS AND THE
SPIRIT OF THE RECREATION MOVEMENT

You cannot wisely judge the recreation movement by the number of children on a playground on a given hour on a given day nor the number of people at a recreation center at nine o'clock at night.

Yet a play leader or a recreation center leader may well be deeply thoughtful if the children and adults do not come.

The training up of volunteer recreation leaders for the home, the church, the service club, the fraternal orders, the American Legion, the school alumni meeting may in the long run mean more than just the number who come to the recreation center.

You do not want life bottled up in just one place. Men and women should be helped to live wherever they are, in all their natural relationships. Of course, here the home and the church come first.

You want to help create a spirit of recreation which to some extent pervades the entire life of the city. In certain smaller communities I believe this has been done. One can, I believe, almost see and feel the warm human quality of certain communities long organized for living.

The individual recreation center is never an end in itself. True the boy likes to know he can come to the swimming pool with other boys of his own kind whenever he wants to. He likes to know a place will be flooded for safe ice skating in winter whenever it is possible. He likes to know that a hill will be set aside and protected for coasting when the snow comes. It is good to have a place where a boy can whistle, can play the harmonica with other boys, can sing, can join in the orchestra. A boy likes a place where he is understood. He wants to be with a man who understands him but does not talk too much about it.

More than anything else, however, such a community home is a place from which to carry a certain spirit back into all the rest of life.

The recreation movement at its best is closely akin to religion - not a religion of words, of verbalizations, but of action, of spirit. The recreation center is valuable insofar as it keeps alive a certain fire within -- a religion of joy, of strength, of hardihood, of courage, of comradeship, of being a good sport.

Christmas is the day of all the year, it seems to me, that belongs most to the recreation movement, the recreation system, the recreation center. On Christmas Day even adults are not ashamed to feel warmly toward every one else, to wish every one well, to look human, to have a song in the heart, a light in the eye, almost to let the feet dance a little bit, to relax and be one's self, to be joyously active, to feel like a brother to all.

Could we not almost say that the purpose of the recreation movement would be fulfilled if all the days of the year became Christmas Days -- days of deep joy and strength for all?

The Recreation Magazine

MEET OUR STAFF.....

Samuel M. Birdzell, Assistant District Supervisor in charge of training

In October, 1940, Mr. Birdzell was employed by the Recreation Project to supervise recreational activities in Williamson County. Since that time, Mr. Birdzell has been appointed to the district staff, his position being that of an Assistant District Supervisor in charge of training for W.P.A. Recreation Workers.

Mr. Birdzell is a graduate of the University of Illinois and has a major in physical education. During the time Mr. Birdzell attended the University, he served as an assistant in the Physical Education Department, responsible for teaching gymnastics and freshman basketball. He also played a prominent part in the organization of Gymkana, which presents a series of athletic events that has attracted nation-wide interest. In addition to being a member of Gymnastica, an association of gymnasts, and Delta Theta Epsilon, a national honorary physical education fraternity, Mr. Birdzell is a charter member of the first student chapter of the American Physical Education Association organized in the United States. Membership in this organization is attained through scholarship and ability in the physical education field.

After graduation in 1937, Mr. Birdzell was employed as Coach in the Louisville High School. His participation and interest in the recreation movement at the University of Illinois led to the inauguration of the recreation program in the school system in Louisville. During the summer of 1940, Mr. Birdzell served as Recreation Director for Boys' State Fair, a gathering of boys from all over the state of Illinois who are members of the association of the Future Farmers of America. This gathering is held annually in Springfield.

All of this background has brought to the W.P.A. program a valuable knowledge and understanding of recreation.

MEET OUR SPONSORS.....

Grayville

Mr. Henry Blood - Chairman of committee. Mr. Blood is Mayor of Grayville and at the present time is engaged in the lumber business. During his high school days, he took an active part in all kinds of sports and is quite interested in recreation.

Mr. Carl Baun - Member of committee. Mr. Baun has been the manager of several local baseball teams and has been quite helpful to the rest of our program. He has been very helpful in securing equipment for our playgrounds.

Mr. Alvin Groff - Member of committee. Mr. Groff has taken an active part in some form of athletics throughout most of his life and is very much interested in that phase of our program.

Mr. Henry Bump - Member of committee. Mr. Bump has taken a very active part in the recreation program and has never hesitated to support us.

Mr. Harry Wells - Member of committee. Mr. Wells has been teaching for several years and at the present time is Principal of the North Side School. Mr. Wells is especially interested in the recreational activities of children and has been very helpful to us because of that.

The Grayville Unit is under the supervision of Walter Schmittler.

Cairo

The Cairo Recreation Committee has recently been reorganized and we feel that we have a very capable and interested group backing our program. The present committee consists of the following:

Mrs. J. B. Bennett, District P.T.A. Director.
Mrs. Myrtle Alice White, Cairo P.T.A. Director.
Rev. Westley Pearce, Pastor, Cairo Baptist Church.
Mr. B. E. Kerley, Alexander County Judge.
Mr. H. W. Cade, Vice-President of First Bank & Trust Co., Rotarian and School Board Member.

The Cairo Unit is under the supervision of Melvin Lowe.

MEET OUR SPONSORS.....

Browns

Mr. Wallace Grace - Member of committee. Mr. Grace is Principal of the High School and is Assistant Scout Master. He is a member of the Christian Church and a very well liked and respected citizen.

Mr. Ranier Schrader - Member of committee. Mr. Schrader is a member of the M.E. Church and is Scout Master. He has been engaged in the grocery business for several years. He is quite interested in all phases of recreation and has been quite helpful to us.

The Browns Unit is under the supervision of Ora Kight.

Jonesboro

The Jonesboro Recreation Project is sponsored by the City Council and Grade School Board. The members are as follows:

Mr. Ed Karraker - Mayor of Jonesboro
Mr. Harold Littlejohn - Alderman
Mr. R. C. Martin - Principal of Grade School and Representative of Grade School Board.

The Jonesboro Unit is under the supervision of Christ Nickles.

Tamms

Mr. Charles Hartman - Member of committee. Mr. Hartman is the Principal of the Tamms Grade School, a position which he has held for the past six years. He has been very helpful for all educational and civic projects.

Mr. Claude Vick - Member of committee. Mr. Vick has been in the general merchandise business for the past 26 years. He has been of great help to our project.

Mr. Norman Heater - Member of committee. Mr. Heater is a member of the local Town Board. At the present time he is engaged in trucking business. He is interested in all civic undertakings.

Rev. Willis Hunsaker - Member of committee. Rev. Hunsaker has been the Pastor of the First Baptist Church of Tamms for the past two years. He has been very interested in Recreation and appreciative of the help given his church.

The Tamms Unit is under the supervision of Ralph Wilson.

MURPHYSBORO HIKING CLUB.....

One of our most helpful friends in Murphysboro is Mr. Clyde Wisely. Mr. Wisely is quite a hobbyist and has had wide experience in nature study and archeology. A short time ago, he and Mr. Smith came to the conclusion that there was a definite need in this vicinity for some type of activity where father, mother, son and daughter could participate and have some fun together. They decided to try and see if they could develop Sunday afternoon hiking groups. The idea was to assemble a group at a designated spot and to proceed from there to the location selected for the hike. The hike, itself, was not to exceed three miles and at the termination, refreshments were to be served; such as, coffee, hot dogs, hamburgers, etc. The first hike took place on November 16, with forty-eight people participating, and every one seemed to enjoy it very much. One of the high spots of this hike was a visit to a beaver dam and lodge. Quite a few people had never had an opportunity to visit anything of this type before. The group then proceeded to the point where refreshments were being prepared by Mrs. Nola Bates, Mrs. Daisy Elkins, and Mr. Frank Hagler. After the refreshments, the group sang a few songs and made their plans for the next hike.

The hike that was scheduled for November 23, had to be postponed until November 30, because of adverse weather conditions. When the group assembled on November 30, at 1:30 pm, it had grown to fifty-five in number. This hike led into what is known as "Little Grand Canyon". This is a very beautiful spot and the hikers enjoyed themselves very much although in some places it was necessary to use ropes to descend into the canyon. Many of the group are camera enthusiasts and both movies and still pictures were taken. Again the hike was concluded by refreshments and group singing, and the hikers returned home at approximately 6:30 pm. It is probable that these hikes will be continued throughout the winter and many interesting and beautiful places in Southern Illinois will be visited.

If there is no such group as this in your community, you are invited to come to Murphysboro and join their hiking groups.

MT. CARMEL RIFLE CLUB.....

On November 3, the W.P.A. Rifle Club of Mt. Carmel was organized. The following officers were elected: Gail Phebus, President; J. R. Garrett, Vice-President; George Osbeck, Secretary-Treasurer; Charles Seibert, Range Master; and Walton Seibert, Scorekeeper. These officials will be changed every three months so that more people will have an opportunity to serve in an official capacity. This club will meet each Monday night at the Recreation Center. At the present time, there are about forty members and more are expected in the near future. The club is open to any man or boy who wishes to participate.

The members of this club will make up a team to represent Mt. Carmel. Matches are being arranged with surrounding Illinois and Indiana towns.

A portable background has been set up which will accomodate four targets. Small bore rifles are used at a fifty foot range. All types of targets are allowed and the shooting shall be done from three positions; namely, prone, sitting, and standing. All of the necessary safety precautions are taken and the activity is being handled as it would be on the regular rifle ranges.

The Mt. Carmel Center consists of one large room in the back and a small room in front. The larger room serves for the range and the smaller room serves for the visitors and for those waiting their turn to shoot. The small room is equipped with several game boards which are used by those who are waiting.

The Rifle Club is the only one of its type in Southern Illinois. It might be possible for more of these to be organized. The rules governing participation could be varied in accordance with existing facilities and it could be an all year-round activity.

SPECIAL EVENTS.....

On November 13 & 14, a training institute was held in Cairo for all of the colored Recreation leaders in District #5. This session had been set up by the leaders themselves with the Supervisor assisting and every one seemed to think that much value was derived from it. On November 17, an institute was held at Carmi for these leaders in Area I. On November 25, there was an institute at Murphysboro for Area III, and on November 27, at Eldorado for Area II.

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The Saline County W.P.A. Touch Football League completed its season on Saturday, November 22. In the final game, Eldorado defeated Dorrisville by a score of 13-0, to give them a record of four wins and no defeats. The remainder of the teams finished in the following order: Harrisburg, second; Galatia, third; Harrisburg (colored), fourth; and Dorrisville, fifth. A lot of interest was shown in the teams by the towns concerned and every game was an important one for the boys. After the final game, the following boys were selected to make up the Saline County All-Star Touch Football team. Ends: Dave Cavaness, Eldorado, and Homer Holt, Harrisburg Colored Monarchs; guards: Ab Scott, Dorrisville and Bobby Morris, Eldorado; center: "Doc" Tate, Harrisburg; backfield: Wilbur Cooley, Eldorado, Bill Irvin, Dorrisville, Harry Jones, Harrisburg and Echols, Galatia.

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Many special events were held throughout the district in connection with the Thanksgiving season. In some communities Bingo parties were held while others had low-organized game sessions and progressive game parties. Several play-groups held parties for the Mothers' Clubs and for the children. One of the most outstanding parties was held at the Pulaski Colored Center on November 19. This was sponsored by the Recreation Committee of Pulaski and consisted of a Thanksgiving Dinner and a low-organized games session. Over one-hundred people, both children and adults attended.

SPECIAL EVENTS.....

A new service is being offered by our recreation staff at the Anna State Hospital. A broadcasting system is being installed to service the various wards throughout the hospital. By this method, it will be possible to bring dances and musical performances which are given in the Recreation Hall direct to the locked wards. A recording machine has been obtained and a record file is being made of the musical talent of the patients. This new approach is being tried in an effort to round-out the recreation program so that those patients who are confined to wards will have the benefit of the program.

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Plans have been made whereby the Crab Orchard Lake Nature Program can be continued through the winter. At the present time, there are eight leaders working on this phase of the program. These include, two taxidermists and an ornithologist. A very careful study is being made of bird migration in the Lake area which should prove of value to all who are interested in the bird life of Southern Illinois. The two taxidermists are securing specimens of wild life common to this area. These will be on display. New facilities are being prepared at the Soil Conservation and Recreation office, for this display. It is possible for our other Recreation Units to have this display brought into their community for the length of time desired. Various members of the nature group will be glad to accompany the display to give lectures on nature topics.

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The Recreation Center in Norris City has been having special events each Wednesday evening. The last two events have taken the form of community musical parties, all of which have been well attended. An adult checker group has been organized and is seeking to add new members. Plans are being made to utilize facilities in the high school gymnasium which have been donated by the High School Board and the Principal. One night is already devoted to basketball and a night for businessmen is now being planned.

HERE AND THERE.....

The Recreation leaders of Goreville accompanied a party of about fifty persons to Marion for a skating party. Since this was the first time for many of this group to have an opportunity to participate in such an activity, it was greatly enjoyed by all, even though there were more "downs than ups".

A W.P.A. Recreation Basketball League is now operating in Harrisburg. Teams entered are; Saline Motors, Monarchs, Eldorado Partians & Wrens, and Muddy. At the present time Eldorado seems to be the stronger.

Nearly all of our Recreation Units conducted some sort of a celebration for Hallowe'en. One of the most outstanding was a party conducted by the Cairo (white) personnel. The evening's festivities were opened by a grand march after which prizes were awarded for the one best masked, the prettiest outfit, and the ugliest one. For the next two hours, games suitable for the various age groups were played, with about 200 children taking part. The Center was very attractively decorated with pumpkins, corn stalks, colored leaves, and other Hallowe'en trimmings.

The Energy Recreation leaders have been assisting in the conducting of a Bible Study Course held at the Baptist Church. The course consisted of the studying of all books of the Bible. At the conclusion of this, a banquet was held at the church for all of those who participated in the course.

The heavy rains during the early part of November has resulted in a rapid rise of the water level at Crab Orchard Lake. During the summer months, the lake level stood at 7' below spillway level, but by the end of November, the lake lacks only 4.5 feet of being full. During the past month, fishing has been excellent. Reports have been received that fishermen have been able to catch their limit in one-half hours time, others, not so fortunate, have reported good catches with the fish being considerably larger than during the summer months. Quail and duck hunting has also been reported good.

Wedding Bells rang for Miss Clarius Williams, Chief Timekeeper for the Recreation Project, who became the bride of Sidney Mullins, on November 20, at 9:00 am, at the Lutheran Church of Anna. Congratulations Mrs. Mullins!

HERE AND THERE.....

The Murphysboro Colored Unit recently assisted with a program under the direction of the National Association For the Advancement of Colored People. This program was quite interesting and was well attended.

There is being a revival of interest in tin-tapping in most of our units. This is an inexpensive craft and many attractive articles may be made after a little practice.

A miscellaneous shower was held at the Miller City Recreation Center for a new bride in that community. The Recreation Leader planned all of the activities and the Center was decorated in keeping with the occasion. This Center is really a community Center with many such parties being held there.

The Thebes Parent-Teachers Association has called on our leaders to take charge of the entertainment part of their meeting each month. An athletic progressive games party was held on November 12.

Our Cairo Recreation Center has been used several times during the past month as quarters for soldiers. These soldiers were from Camp Forrest, Tennessee, and were going to Springfield and Chicago. We are very happy to be able to offer our facilities for this use.

Delmar Crain, Williamson County Supervisor, has resigned to take a position with the U.S. Navy. He will work as a physical education instructor in one of the naval training stations.

A string band has been organized at Valier during the past month. This group meets three hours each day in the club room at the Center. Singing is an additional activity.

At the present time, the Soil Conservation Service of Crab Orchard Lake is very busy drilling additional wells in the picnic areas. This should be a great help to picnickers.